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CAUT ACPPU BULLETIN

Canada's Voice for Academics
La voix des universitaires
du Canada

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Un rapport innocente un professeur de Dalhousie

APRÈS avoir vécu une dure épreuve Goodyear, professeur de médecine à l'Université Dalhousie, a été blanchi de toutes les allégations qui avaient mené à sa suspension en 2002 par le chef de médecine d'un hôpital affilié à Dalhousie, la Régie régionale de la santé Capital.

Dans une décision écrite rendue publique le mois dernier, le conseil d'administration de la Régie régionale a déclaré sans fondement les accusations portées contre le Dr Goodyear et a ordonné que le statut du médecin soit rétabli à celui dont il jouissait en 2002.

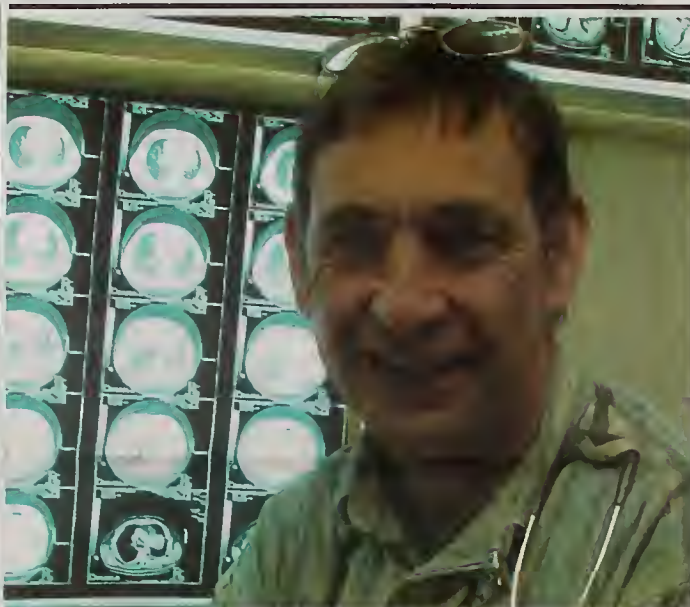
Le directeur général de l'ACPPU, James Turk, s'est félicité de cette décision rendue à l'issue d'une audience de 23 jours devant un comité nommé par le conseil, mais estime que le dénouement a beaucoup trop tardé et que des changements s'imposent pour faire en sorte que ce genre de situation ne puisse jamais se reproduire.

« Nous sommes ravis que le conseil d'administration ait rejeté toutes les accusations portées contre le Dr Goodyear et ordonné que celui-ci soit rétabli dans ses fonctions », a déclaré M. Turk.

« Malheureusement, le rapport du conseil reste muet sur la question de compensation à accorder au Dr Goodyear pour les pertes énormes — financières et autres — qu'il a subies depuis 2002. Nous faisons pression auprès de la Régie régionale et de l'Université Dalhousie afin que le professeur soit entièrement indemnisé pour la perte de ses gains et de la possibilité de mener des travaux de recherche et pour le dommage causé à sa réputation et à sa carrière universitaire. »

À la suite des sanctions imposées par la Régie régionale à la fin de 2002 et au début de 2003, le Dr Goodyear a perdu le droit de pratiquer la médecine, de mener des travaux de recherche, d'enseigner et d'accomplir ses autres tâches comme professeur de médecine. Son salaire ayant été réduit de 86 %, il s'est trouvé contraint de se déclarer en faillite.

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Six-year ordeal ends for Dalhousie medical oncologist Michael Goodyear.

Report Vindicates Dal Prof

AFTER an unprecedented six-year ordeal, Dr. Michael Goodyear, a professor of medicine at Dalhousie University, has been cleared of all allegations that led to his suspension in 2002 by the chief of medicine at Dalhousie's affiliated hospital, the Capital District Health Authority.

In a written decision issued last month, CDHA's board of directors found no merit to charges against Goodyear and ordered that he be returned to the status he held in 2002.

CAUT executive director James Turk said he was pleased with the findings that followed a 23-day hearing before a board-appointed committee, but the whole process was unacceptably slow and changes need to be made to ensure that something similar cannot happen again.

« We are delighted the board found Dr. Goodyear innocent of all charges against him and ordered his reinstatement, » Turk said.

« Unfortunately, the board report was silent on the issue of compensating Dr. Goodyear for the enormous losses — financial and otherwise — that

he has suffered since 2002, » Turk said. « We are pressing Capital Health and Dalhousie to fully compensate him for his lost earnings, his lost research and the damage to his reputation and his academic career. »

As a result of the actions CDHA took against him in late 2002 and early 2003, Goodyear lost his right to practice medicine, do research, teach and fulfill his other duties as a professor of medicine. His salary was reduced by 86 per cent which forced him into bankruptcy.

« Dr. Goodyear's case highlights the urgent need for changes to procedures in the province's medical bylaws so that allegations can be dealt with in a fair and timely manner, and not drag on for years, » Turk said, adding that CAUT has written to Nova Scotia's health minister seeking a meeting around the issue.

CAUT has also written to Dalhousie president Tom Traves about the university's obligation to restore Goodyear to his rightful role as a pro-

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NEWS ACTUALITÉS

Budget 2009

Shortchanged & Restricted: Granting Councils Are Budget Losers

MANY in Canada's academic research community are ringing alarm bells over this year's federal budget, warning that inadequate funding and increased government oversight will make it more difficult to attract and retain researchers.

While Finance Minister Jim Flaherty touted the budget as an economic action plan that included a new two-year, \$2 billion infrastructure fund for universities and colleges, CAUT's executive director James Turk said he was mystified by the budget's failure to increase funding for Canada's three research granting agencies.

"There's probably no better investment in the long-term economic and social well-being of Canadians than an investment in people and ideas," said Turk. "That's why it's so bewildering the government is actually taking money away from the three agencies."

He noted that buried inside the budget is a mention that the government had identified "strategic review savings" within the granting councils in overlaps of programs that will result in a decrease in funding of close to \$148 million over the next three years.

Some of the savings — \$87.5 million — will be returned to the granting agencies not for research but to temporarily expand the Graduate Scholarships Program. The balance will be reallocated to the infrastructure fund and to upgrade Arctic research facilities.

"In the United States, the Obama administration recognizes that investments in research contribute to economic renewal rather than add to the national and global deficit and is proposing almost \$7 billion in new academic research funding as part of its stimulus package," Turk said. "Our government's failure to make a decision in supporting research and development initiatives will increase the likelihood that Canada will lose some of its top researchers."

The government is also attaching new strings to the research funding it's offering. The temporary graduate scholarships awarded by SSHRC have to be focused on business-related degrees and the Canada Foundation for Innovation, which will receive \$150 million in the current fiscal year and up to \$600 million in future years, will be required to develop a new strategic plan in collaboration with the Ministry of Industry with all future CFI projects assessed based on priorities identified by the Minister.

"These are very disturbing developments that threaten to politicize academic research," says Turk. "Funding decisions should be made on their merit by the research community, not by politicians."

The budget also provides \$50 million to the Institute for Quantum Computing at the University of Waterloo and \$110 million over three years to the Canadian Space Agency.

The new infrastructure funding of \$2 billion announced in the budget is intended to "repair, retrofit and expand facilities at post-secondary institutions." Project proposals will be managed by Industry Canada with preference given to projects that improve the quality of university research and development, and colleges' ability to deliver skills training.

CAUT president Penni Stewart is concerned that there are serious flaws in the program because of requirements that institutions raise at least half of the funding through other sources.

"Provincial governments are facing serious fiscal restraints, and in light of the current economic downturn, it is going to be a challenge for universities and colleges to leverage support from the private sector," she said. "In short, there is no guarantee the money will actually be spent."

Stewart also said the budget failed to address the most important needs for the post-secondary education community. Among them, she said, is transfers to provinces for core operating funding for universities and colleges, more funding for academic research and funding for student financial assistance.

"Overall the budget will not adequately stimulate the Canadian economy, will do little for the most vulnerable and will fail to meet the needs of Canada's vital post-secondary education sector," she said. ■

Le budget ne répond pas aux besoins pressants des conseils subventionnaires

Le récent budget fédéral suscite une grande inquiétude au sein de la communauté canadienne des chercheurs universitaires, bon nombre d'entre eux mettant en garde que l'insuffisance du financement et le resserrement de la surveillance exercée par le gouvernement rendront encore plus difficile pour le Canada d'attirer et de retenir des chercheurs d'élite.

Alors que le ministre des Finances Jim Flaherty met en valeur les mesures de relance économique de son budget, qui établit sur deux ans un nouveau fonds de 2 milliards de dollars de modernisation de l'infrastructure des universités et des collèges, le directeur général de l'ACPPU, James Turk, a pour sa part bien du mal à comprendre pourquoi le budget n'accorde aucun financement accru aux trois organismes subventionnaires de la recherche du Canada.

« Il n'y a probablement pas de meilleure avenue à long terme pour l'économie et pour le bien-être des Canadiens que d'investir dans les gens et les idées », affirme M. Turk. « C'est pourquoi il est si déconcertant de voir que les trois conseils subventionnaires subiront une réduction de leur financement. »

Le budget mentionne discrètement, observe-t-il, que le gouvernement a recensé, à partir des examens stratégiques des programmes de subvention, les économies découlant des chevauchements et du double emploi, économies qui entraîneront une baisse des budgets des conseils de près de 148 millions de dollars au cours des trois prochaines années.

De ces économies, la somme de 87,5 millions de dollars sera remise aux organismes subventionnaires non pas pour la recherche mais pour bonifier temporairement le Programme de bourses d'études supérieures. Le reste sera consacré au financement de l'infrastructure et à la rénovation des installations de recherche dans l'Arctique.

« Aux États-Unis, le gouvernement Obama, reconnaissant que l'investissement dans la recherche contribue au renouveau économique plutôt que de creuser le déficit tant national que mondial, propose dans ses mesures de relance près de 7 milliards de dollars en argent frais pour soutenir la recherche universitaire », indique M. Turk. « Parce que notre gouvernement n'a pas pris la décision d'appuyer les projets de recherche-développement, le Canada risque davantage de perdre certains de ses meilleurs chercheurs. »

Le gouvernement subordonne également le financement de la recherche à de nouvelles conditions. Ainsi, les bourses offertes temporairement par le CRSH doivent être axées sur les programmes d'études supérieures liés au commerce. De même, la Fondation canadienne pour l'innovation, qui recevra 150 millions de dollars au cours du présent exercice et jusqu'à 600 millions de dollars au cours des exercices futurs, sera tenue d'élaborer un nouveau plan stratégique de concert avec le ministère de l'Industrie, et tous les projets futurs financés par la fondation seront déterminés en fonction des priorités définies par le ministre.

« Ce sont là des mesures très inquiétantes qui risquent de politiser la recherche universitaire », soutient M. Turk. « Les décisions de financement devraient être évaluées selon leur bien-fondé et prises par le milieu de la recherche, non pas par les politiciens. »

Le budget accorde également 50 millions de dollars à l'Institut d'information quantique établi sur le campus de l'Université de Waterloo et 100 millions de dollars sur trois ans à l'Agence spatiale canadienne.

Les 2 milliards de dollars prévus dans le budget pour les infrastructures doivent permettre de « procéder à des réparations, des rénovations et des agrandissements dans les installations des établissements postsecondaires ». Les fonds réservés à ces projets seront gérés par Industrie Canada, la préférence devant aller aux projets qui peuvent améliorer la qualité des activités de recherche-développement dans les universités et renforcer la capacité des collèges à offrir des programmes de formation axée sur les compétences.

La présidente de l'ACPPU, Penni Stewart, s'inquiète des sérieux failles dans le programme car, pour recevoir l'investissement annoncé, les établissements d'enseignement devront recueillir au moins la moitié du financement auprès d'autres sources.

« Les gouvernements provinciaux sont confrontés à de sévères contraintes financières et, avec le ralentissement économique actuel, obtenir l'appui du secteur privé sera tout un défi pour les

COMMENTARY TRIBUNE LIBRE

PRESIDENT'S COLUMN

Achieving Equity Remains a Challenge & a Priority



By PENNI STEWART

TWENTY-FIVE years ago the recommendations of the Royal Commission on Equality in Employment sparked a wave of activism on Canadian campuses. In light of this anniversary, we should reflect on equity progress in our postsecondary institutions.

The commission, headed by Justice Rosalie Abella, called for employment equity as a strategy to dismantle barriers and open opportunities for women, members of visible minorities, Aboriginal peoples and persons with disabilities. The commission's 1984 report resulted in the creation of federal and some provincial legislation and regulations requiring employers to adopt equity policies and timetables, of which the Federal Contractors Program remains the most significant for post-secondary institutions. It requires organizations of 100 employees or more that wish to bid on government contracts of \$200,000 or more to implement a program of employment equity following criteria set by the federal government.

Problems implementing the equity plan soon became evident, as activists' efforts to establish affirmative action programs were undermined by reluctant employers — and sometimes by their own colleagues — who characterized equity initiatives as a threat to academic merit and excellence. Grassroots activism, in the form of status of women committees, equity committees and caucuses slowly raised awareness of the need to build an equity culture.

Progress faltered in the 1990s as the federal government's already weak commitment to employment equity declined. Without the regulatory authority to hold institutions accountable, academic staff associations pursued equity issues through collective bargaining. In the bargaining environment, equity became synonymous with "diversity in representation," leading to an overemphasis on counting, numerical targets, ratios and pools. Systemic strategies increasingly gave way to professionalized human rights offices and procedures that privileged individual complaints.

The proportion of white women in the academy has steadily increased over the last 25 years, but

there has been less progress for racialized and disabled women and men, and shamefully few post-secondary educators are Aboriginal. The complexity of the "intersection" of the different dimensions of equity and the ambiguity of the categories of "disability" and "visible minority" have only recently been taken up. At some institutions, systemic barriers facing gay, lesbian, bisexual and transgendered persons have been formally recognized in collective agreements or equity policies.

Yet parallel efforts to recognize and understand the barriers facing persons with disabilities have not been undertaken. And the adequacy of numerical data addressing equity issues remains a serious problem. For example, the annual survey of academic staff compiled by Statistics Canada measures only gender composition.

Canada Census data provide excellent information on gender, racialization, Aboriginal status and some information on disability, but do not measure rank, separate tenured and tenure-track employment from contract work, or identify individual institutions. Reporting on the 2006 Census, CAUT's *Almanac*

shows that about 15 per cent of university teachers self-identified as a member of a visible minority. This is an increase of about three per cent over 10 years. About one per cent of university teachers identified themselves as an Aboriginal person, only a slight increase over the past decade.

While representation obviously matters, the quest for numbers has dominated the equity agenda to the detriment of understanding how systemic barriers work to exclude and marginalize some groups once they have gained entry to the institution. At too many institutions the climate remains inhospitable to other than dominant perspectives and needs. For example, academic staff with disabilities often find themselves isolated within their units and forced to plead and bargain for accommodations that should be theirs by right. Departments can be hostile to colleagues whose requirements for accommodation "cost" their unit.

Hostility to inclusivity may be reflected at key times like tenure where "fitting in" becomes a question. Too often, departments and disciplines are divided over the meaning of equity issues and over

what is respected or even recognized as knowledge. Research interests or publications outside of the majority perspective may be discounted and this can lead to delays or denial of tenure and/or promotion. Community service may be dismissed as professionally irrelevant. The push toward research intensity also contributes to a climate that is anti-equity in that it encourages a singular view of "success" that privileges particular types of funded research.

In academic staff associations equity issues can be marginalized because they are not seen as integral to academic life. Association practices can exclude members and discourage participation. Analyzing the climates in our associations as well as in our workplaces is one place to start. Some associations have bargained employment systems reviews or equity audits. Such assessments aim to uncover barriers to participation and lead to a better understanding of processes of exclusion and marginalization. Such assessments could become integral to association renewal. We must renew our efforts if the promise of equity begun in 1984 is to be realized. ■

LE MOT DE LA PRÉSIDENTE

L'équité demeure un objectif prioritaire à atteindre

Par PENNI STEWART

Il y a vingt-cinq ans, la commission Abella sur l'égalité d'accès à l'emploi déposait un rapport qui allait susciter une vague de militantisme sur les campus canadiens. À l'occasion de cet anniversaire, il y aurait lieu d'examiner les progrès qui ont été réalisés au chapitre de l'équité dans nos établissements postsecondaires.

Dans son rapport de 1984, la juge Rosalie Abella avait présenté l'équité en matière d'emploi comme une stratégie conçue pour éliminer les barrières et créer des possibilités d'emploi pour les femmes, les membres des minorités visibles, les peuples autochtones et les personnes handicapées. Les recommandations de la commission ont mené à l'adoption, à l'échelle fédérale et dans certaines provinces, de la législation et de la réglementation qui obligent les employeurs à établir des politiques et des calendriers de mise en œuvre. Pour le secteur de l'éducation postsecondaire, le Programme de contrats fédéraux demeure l'initiative la plus importante qui ait découlé des travaux de la commission. En vertu de ce programme, les organisa-

tions comptant 100 employés ou plus qui obtiennent des contrats du gouvernement fédéral d'une valeur d'au moins 200 000 \$ sont tenues de mettre en œuvre un plan d'équité en matière d'emploi suivant des critères définis par le gouvernement.

La mise en œuvre du plan d'équité s'est vite heurtée à des problèmes, car les efforts déployés par les militants pour établir des programmes d'action positive ont été entravés par des employeurs réticents — et parfois par leurs propres collègues — qui considéraient les initiatives d'équité comme une menace au mérite académique et à l'excellence. Le militantisme de base, pratiqué sous la forme de comités de la condition féminine et de comités et de groupes d'équité, a réussi peu à peu à attirer l'attention sur la nécessité de créer une culture de l'équité.

Les progrès se sont toutefois ralentis dans les années 1990 à mesure que l'engagement déjà faible du gouvernement fédéral envers l'équité d'emploi s'est essouffé. N'ayant pas le pouvoir légal de tenir les établissements responsables en la matière, les associations de personnel académique ont dû recourir à la

négociation collective pour s'attaquer aux questions d'équité. Dans le contexte de la négociation, la notion d'équité est devenue synonyme de « diversité dans la représentation », prêtant ainsi une importance exagérée au dénombrement et aux objectifs numériques, ratios et pronostics. Les stratégies systémiques ont peu à peu fait place à des organismes et procédures professionnalisés des droits de la personne qui privilégiaient les plaintes individuelles.

La proportion de femmes de race blanche dans le secteur de l'enseignement supérieur a augmenté de façon continue au cours des 25 dernières années, mais la progression a été moins marquée pour les femmes et les hommes racialisés et handicapés. Quant aux professeurs autochtones qui enseignent au niveau postsecondaire, leur nombre est déplorablement très peu élevé. Ce n'est que récemment que l'on a commencé à attacher un intérêt à la complexité de l'« intersection » des différentes dimensions de l'équité et à l'ambiguïté des catégories de « handicaps » et de « minorités visibles ». Dans certains établissements, les obstacles systémiques

rencontrent les gays, lesbiennes, bisexuels et transgenres sont maintenant formellement reconnus dans les conventions collectives ou les politiques d'équité.

Pourtant, les efforts parallèles pour reconnaître et comprendre les obstacles auxquels sont confrontés les personnes handicapées ne se sont pas produits. Et se pose également le sérieux problème de savoir s'il est pertinent de traiter les questions d'équité sur la base de données numériques. Par exemple, l'enquête annuelle que mène Statistique Canada auprès des membres du personnel académique ne mesure que les taux de féminité et de masculinité.

Le Recensement du Canada est une excellente source d'information sur le sexe, la racialisation, le statut d'autochtone et, dans une certaine mesure, les handicaps, mais il ne compile pas de données sur le rang, ne distingue pas les postes permanents ou menant à la permanence des postes à contrat et n'identifie pas les établissements d'enseignement. L'*Almanac* de l'ACPPU, fondé sur le recensement de 2006, indique que 15 % environ des professeurs d'université se sont déclarés membres d'une

minorité visible, ce qui représente une augmentation de près de 3 % sur 10 ans. Et environ 1 % des professeurs d'université se sont identifiés comme Autochtones, ce qui ne correspond qu'à une légère augmentation au cours de la dernière décennie.

L'importance de la représentation dans les programmes d'équité ne fait aucun doute, mais l'accent a été mis jusqu'ici sur la quête de données numériques alors qu'il aurait mieux fallu chercher à comprendre comment les obstacles systémiques tendent à exclure et à marginaliser certains groupes une fois qu'ils réussissent à se tailler une place dans un établissement. D'autre part, il arrive trop souvent que le climat des institutions demeure peu favorable à des perspectives et des besoins autres que ceux de la majorité. Les membres handicapés du personnel académique, par exemple, se trouvent souvent isolés de leurs unités et sont contraints de réclamer et de négocier des mesures d'adaptation auxquelles ils devraient avoir accès de droit. Les départements peuvent se montrer hostiles à des collègues dont les

NEWS ACTUALITÉS

LETTERS/COURRIER

Applied Reality

The article "Basic Research Trumps Applied in Value Created" (*Bulletin*, January 2009) implies that applied research is by definition "commercially-driven." This implication ignores the extensive applied research occurring in medicine, psychology, disability studies, applied behaviour analysis and other applied health and social sciences, where the goal is not to feed the bottom line but to decrease human suffering and increase quality of life. Of course, there's also tremendous cost savings to society to develop, scientifically verify and disseminate evidence-based interventions that I doubt were included in the "financial returns" described in the article.

Maurice Feldman
Professor & Brock Distinguished Researcher
Director, Centre for Applied Disability Studies
Brock University

Report Vindicates Dal Prof

→ From PAGE A1

fessor of medicine in light of his exoneration.

"This will necessarily mean the university taking creative steps to see that he is able to resume his teaching, research and service within the department of medicine, given all the barriers that exist as a result of his long ordeal," wrote Turk.

He also said CAUT would be pressing the university to revise its affiliation agreement with Capital Health so that professors of medi-

cine cannot have their academic careers damaged by unilateral actions of hospital authorities.

Goodyear's ordeal started in October 2002 when Dr. Elizabeth Cowden, CDHA district chief of medicine and Dalhousie's chair of medicine, restricted his right to practice medicine because of concerns raised by colleagues about his medical decisions in several cases. ■

On the Net
The Capital Health board decision is available at www.caut.ca/uploads/CDHA_Board_Decision.pdf.

Ontario College Part-Timers Await Certification Vote Results

MORE than 9,000 part-time and sessional faculty at 24 community colleges in Ontario may have to wait a while before learning the outcome of the largest certification vote in the province's labour history.

The province-wide vote on whether to join the Ontario Public Service Employees Union ended Feb. 5, but delays are expected in tabulating the results.

Paddy Musson, chair of OPEU's college academic section, said the implications of unionization are enormous so there's a strong likelihood college employers will challenge as many of the ballots as possible. Issues over who is eligible to vote could delay an announcement of the results for weeks, or even months.

Musson, who has worked to organize part-time and sessional faculty at Ontario's colleges for more than 25 years, says challenges are expected because colleges believe they have a lot to lose.

She says that across the country colleges and universities have been making up for the underfunding of education "on the backs of part-timers."

Part-time teachers have no benefits or vacation pay, no job security, no grievance process and aren't paid for statutory holidays.

It's also about what the employer calls "flexibility," says Musson.

"What they mean by that is the ability to hire teachers and only pay them for their classroom time and not any prep work. Full-time college teachers fought this fight and won recognition for preparatory and evaluation work, which of course takes a lot of time, so 'flexibility' for the employer has been about not paying the part-timers for all the work it takes to offer a quality course."

She says the vote is about "justice and saying 'no' to the idea that you have two people that sit side by side, and one (a full-time faculty member) has the legal right to belong to a union and the other, who does the exact same work, has no right to belong to a union."

She adds that unionization will also force a change in priorities for the employer.

"If we are able to negotiate fair work for part-timers, the employer

will create part-time positions when it makes pedagogical sense, not just when it makes sense from a business perspective," she said.

Part-time and sessional faculty have had to wait for years for the right to unionize, which was only recognized in legislation passed in August last year.

The Labour Relations Board ordered the vote after OPEU handed in thousands of membership cards in December.

"The employer says these employees should not join a union because it will fundamentally change their relationship with the employer," Musson said. "And we say, 'Yes, and it's about time!'"

Musson says organizing Ontario's part-time college teachers was long overdue and hopes the labour group won't have long to wait for the results.

"We hope we will be starting the summer session with part-time employees in negotiations for their first collective agreement," she said.

OPEU's membership includes 16,000 full-time support and academic staff in Ontario colleges. ■

Le personnel des collèges attend le résultat du vote d'accréditation

PLUS de 9 000 membres du personnel scolaire à temps partiel et de session qui travaillent dans les 24 collèges communautaires de l'Ontario pourraient devoir attendre quelque temps avant de connaître l'issue du plus grand vote d'accréditation syndicale de l'histoire de la province.

Le vote tenu dans l'ensemble de la province en vue de déterminer si la majorité des employés visés veulent adhérer au Syndicat des employés de la fonction publique de l'Ontario (SEFPO) s'est terminé le 5 février, mais l'on s'attend à ce que des retards surviennent dans la compilation des résultats.

Selon la présidente de la Division du personnel scolaire du SEFPO, Paddy Musson, l'impact d'une éventuelle syndicalisation de ce groupe d'employés est si énorme que les collèges employeurs contesteront fort probablement la validité du plus grand nombre possible de bulletins de vote. Le débat sur la question de savoir qui a le droit de voter risque de retarder l'annonce des résultats pendant des semaines, voire des mois.

Mme Musson, qui travaille à la syndicalisation des enseignants à temps partiel et de session dans les collèges de l'Ontario depuis plus de 25 ans, est d'avis que les collèges soulèveront inévitablement des contestations parce qu'ils estiment avoir beaucoup à perdre.

Elle soutient que les collèges et les universités dans tout le pays font

payer aux employés à temps partiel le sous-financement de l'éducation.

Les professeurs à temps partiel n'ont droit ni aux avantages sociaux ni aux vacances et jours fériés payés, n'ont aucune sécurité d'emploi et ne peuvent pas se prévaloir de la procédure de règlement des griefs.

Ce qui fait aussi problème, c'est ce que l'employeur appelle sa « flexibilité », explique Mme Musson. « Ce qu'il veut en fait, c'est le pouvoir d'embaucher des professeurs et de les rémunérer seulement pour les heures d'enseignement et non pas pour le travail de préparation de leurs cours. Les professeurs de collège à temps plein ont mené cette bataille auparavant et ont obtenu la rémunération du travail de préparation et d'évaluation, ce qui demande évidemment beaucoup de temps; alors cette « flexibilité » de l'employeur consiste à ne pas rémunérer les enseignants à temps partiel pour tout le travail qu'ils doivent accomplir pour pouvoir offrir des cours de qualité. »

Or, le vote d'accréditation, souligné-t-elle, est avant tout « le moyen d'obtenir justice et de combattre l'idée qu'un membre du personnel scolaire à temps plein puisse avoir le droit légal d'adhérer à un syndicat alors que son collègue à temps partiel, qui effectue exactement le même travail, en soit dépourvu ».

La syndicalisation obligera en outre l'employeur à modifier ses priorités, ajoute-t-elle.

« Si nous réussissons à négocier l'équité d'emploi pour le personnel scolaire à temps partiel, l'employeur devra créer des postes à temps partiel pour des raisons d'ordre pédagogique et non pas seulement lorsque cela se justifie du point de vue des affaires. »

Les membres du personnel scolaire à temps partiel et de session ont dû attendre des années avant d'avoir le droit de se syndiquer, qui a finalement été reconnu dans la loi adoptée en août 2008.

La Commission des relations de travail de l'Ontario a ordonné la tenue du vote après que le SEFPO lui ait présenté des milliers de cartes de demandes d'adhésion syndicale en décembre dernier.

« L'employeur avance que la syndicalisation des enseignants à temps partiel des collèges modifiera en profondeur les rapports que ceux-ci entretiennent avec lui », rapporte Mme Musson. « Et nous, nous disons qu'il est enfin temps que cela se produise. Espérons que nous n'aurons pas à attendre longtemps les résultats du vote! »

« Il est à souhaiter que nous puissions commencer, dès le début de la session d'été, à négocier la première convention collective des employés à temps partiel », conclut-elle.

Le SEFPO représente actuellement 16 000 membres du personnel scolaire et de soutien à temps plein dans les collèges de l'Ontario. ■

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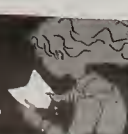
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Grown Up Digital: How the Net Generation Is Changing Your World

Don Tapscott. New York, NY: McGraw-Hill, 2008; 384 pp; ISBN: 978-0071-50863-6, hardcover \$27.95 US.

Chances are you know a person between the ages of 11 and 30. You've seen them doing five things at once: texting friends, downloading music, uploading videos, watching a movie on a two-inch screen, and doing who-knows-what on Facebook or MySpace. They're the

first generation to have literally grown up digital — and they're part of a global cultural phenomenon that's here to stay. The bottom line is this: If you understand the Net Generation, you will understand the future. If you're a Baby Boomer or Gen-Xer, this is your field guide. A fascinating inside look at the Net Generation, *Grown Up Digital* is inspired by a \$4 million private research study. New York Times bestselling author Don Tapscott has surveyed more than 11,000 young people. Instead of a bunch of spoiled "screenagers" with short attention spans and zero social skills, he discovered a remarkably bright community which has developed revolutionary new ways of thinking, interacting, working and socializing. Today's young people are using technology in ways you could never imagine — and they're changing every aspect of modern life, from the workplace to the marketplace to politics to education. The Net Generation has arrived. Are you ready for it?

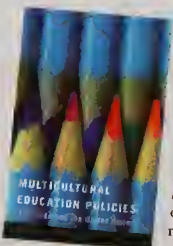


Redefining Retirement: New Realities for Boomer Women

Margaret Hovanec & Elizabeth Shilton. Toronto, ON: Second Story Press, 2007; 279 pp; ISBN: 978-1-897187-21-0, paper \$24.95 CA.

We were the first generation of women to enter the workforce in massive numbers, breaking down the entry barriers. Now we are the first generation to retire in massive numbers, leading the rush for the exits. We won't experience the same retirement our par-

ents did. That clean and clear divide between the world of work and the world of retirement as we have known it no longer exists. Welcome to the New Retirement! But what will this mean? Women have different retirement issues — our retirement income is 65 cents of the (male) dollar and we retire earlier, but we live longer and often alone, for the first time. *Redefining Retirement* is about women revolutionizing the boundaries between the world of work and the world of retirement. It goes beyond the traditional financial advice surrounding retirement and addresses how to make the best use of precious resources and time and find value in what we do, build a durable network of social supports to stay connected, maintain a healthy lifestyle and avoid threats to wellness when aging, and find a balance between retirement expenses and income.



Multicultural Education Policies in Canada and the United States

Reva Joshee & Lauri Johnson, eds. Vancouver, BC: University of British Columbia Press, 2008; 257 pp; ISBN: 978-0774-81326-6, paper \$32.95 US.

Multicultural Education Policies in Canada and the United States uses a dialogical approach to examine responses to increasing cultural and racial diversity in both countries. The chapters compare and contrast foundational myths and highlight the sociopolitical contexts that affect the

conditions of citizenship, access to education, and inclusion of diverse cultural knowledge and languages in educational systems. The volume is an invaluable resource for educators, policy developers, scholars and activists in the fields of equity and diversity.

Quick Picks produced from information supplied by publishers. Les comptes rendus de livres en bref sont rédigés à partir de renseignements fournis par les éditeurs.

U.S. Academic Freedom Fight Resonates Worldwide



Academic Freedom in the Wired World: Political Extremism, Corporate Power and the University

Robert O'Neil. Cambridge, MA & London, UK: Harvard University Press, 2008; 312 pp; ISBN: 978-0-674-02660-5, hardcover \$35 US.

By JAMIE CAMERON

In *Academic Freedom in the Wired World* readers come face-to-face with the challenges to academic freedom at colleges and universities across the United States. Like others, author Robert O'Neil calls for heightened vigilance in the post-9/11 climate. Yet he finds academic freedom has fared surprisingly well in cases of "isolated outbursts" by professors who might be dismissed as "oddballs, dissidents, or marginal players."

By contrast, O'Neil worries academic freedom has fared less well elsewhere, in light of ominous threats and pressures from new sources which place it at risk. Specifically, he points to private power and the way it seeks to influence and constrain the research agenda. He also explains that, for better and for worse, digital and electronic technologies have wrought changes that have innumerable implications for academic freedom. Hence the book's full title: *Academic Freedom in the Wired World: Political Extremism, Corporate Power and the University*.

O'Neil knows of what he writes. Though he is now Professor of Law Emeritus and University Professor Emeritus, he remains director of the Thomas Jefferson Center for the Protection of Free Expression at the University of Virginia. He has enjoyed a long and much admired career as an administrator, legal scholar and advocate for the First Amendment, which guarantees freedom of speech. As well, he has served as chair of the American Association of University Professors' committee on academic freedom and tenure.

Far from taking academic freedom for granted, O'Neil questions the fundamental assumption that university teachers are entitled to be treated differently, and then proceeds to probe the dimensions and implications of that difference. He presents a near-encyclopedic review of incidents and case histories which raise issues about the nature and scope of academic freedom from every conceivable perspective.

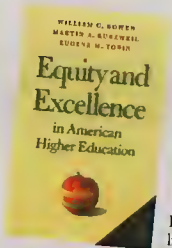
O'Neil's venue is the U.S. and his audience is American. As a result the book is less about academic freedom in the wired "world" than about its fortunes in the U.S. There is a single reference to Canada where Nancy Olivieri and David Healy are mentioned in passing, but no discussion of academic freedom elsewhere. The book may be a fine resource on the subject, but a parochial one.

A second observation highlights the milieu in which O'Neil works. He states that analogies between Canada and the U.S. are difficult, if not impossible, to draw. In his view that is because our approach to academic freedom is based entirely on contract law, while theirs relies on the Constitution and the First Amendment's free speech clause. Even to a person versed in American constitutionalism, the degree to which academic freedom questions are legalized in the U.S., as documented here in numbing detail, is eye opening.

O'Neil emphasizes that academic freedom is a "surprisingly recent phenomenon" and makes it clear, in doing so, that its "nearly universal acceptance" owes much to its vital connection with the First Amend-

See ACADEMIC FREEDOM Page AB →

A Halting, Episodic Progress



Equity and Excellence in American Higher Education

William G. Bowen, Martin A. Kurzweil & Eugene M. Tobin. Charlottesville, VA & London, UK: University of Virginia Press, 2005; 480 pp; ISBN: 0-8139-2350-6, hardcover \$27.95 US; ISBN: 0-8139-2557-6, paper \$18.95 US.

By WENDY ROBBINS

FORMER Princeton University president William Bowen and his coauthors highlight the complementarity of excellence and equity, dismissing as "shallow" the notion that the two ideals compete in a "zero-sum tradeoff."

Winning an Outstanding Book Award from the American Educational Research Association, their book defines excellence as "high achievement in meeting core objectives." In higher education there are three: teaching, to educate large numbers of people to a high standard; civic service, to prepare citizens for the decision-making and leadership required for democracy; and research, to advance knowledge. Thus quality (educational outcomes) and quantity (numbers of students educated) count towards "excellence" and are "constantly interacting."

International ratings of quality regularly place American institutions in the foremost ranks (12 of the top 15), using such criteria of excellence as numbers of articles listed in the Science Citation Index and institutional affiliations of Nobel laureates. International rankings of tertiary educational attainment, however, measured as the percentage of a country's population

of 25- to 34-year-olds with post-secondary degrees, drop the United States to eighth place (39 per cent), putting Canada first (51 per cent) and Japan second (50 per cent).¹

Within the U.S., a survey of public opinion on higher education commissioned by the Chronicle of Higher Education shows a similar dichotomy — Americans feel "very positively" about the quality of colleges and universities, but are more critical about access, with 80 per cent complaining about prohibitively high costs and 75 per cent disapproving of legacy admissions. They are evenly split over affirmative action for racialized minorities.

Part I of the book provides a historical timeline on the equity-excellence relationship from the days of America's founding fathers with their republican dream, through the Revolution and the founding of the early universities (when well over half the population — women and minorities — were inadmissible and "learned" and "labouring" classes widely divided), to the post-World War II era and the Truman Commission on Higher Education, which rejected as "un-American" quotas limiting Jews and blacks, recommended a national

See EQUITY AND EXCELLENCE Page AB →



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NEWS ACTUALITÉS

Student Debt Counter Hits \$13 Billion Mark

Lack of federal money places heavier burden on students as tuition fees & costs rise.

STUDENT loan debt in Canada surpassed the \$13 billion mark last month, for the first time in the nation's history.

"The students and families who can least afford to pay for post-secondary education are carrying a \$13 billion burden," says Katherine Giroux-Bougard, national chairperson of the Canadian Federation of Students. "Saddling a generation of students with billions in debt will have far reaching implications for Canada's economy and socioeconomic inequality."

According to the federation, total student loans owed to the federal government increases by about \$1 million a day. The \$13 billion of national student debt does not include approximately \$5 billion in provincial student loan debt or personal debt such as credit cards, lines of credits, bank loans and family loans. This school year alone, al-

CANADA STUDENT LOAN DEBT

\$13,010,789,803

A debt clock on the Canadian Federation of Students' website shows the overall student debt is now more than \$13 billion. And that's just the federal portion of student loans. It doesn't include the 40 per cent of loans that come from provinces or private sources & it doesn't include any interest.

most 360,000 students required loans from the federal government.

In an open letter to federal Finance Minister Jim Flaherty ahead of the Jan. 27 budget, the federation proposed ways to improve access to post-secondary education and reduce student debt through increasing the Canada Social Transfer for post-secondary education, improving financial support for graduate and Aboriginal students and more funding for student summer jobs.

Giroux-Bougard says CFS was disappointed to see that unlike the American economic plan, the Canadian budget didn't address growing student debt and access to post-

secondary education.

"At current levels, student debt depresses consumer spending and could harm the Canadian economy's recovery," she says. "The federal government missed an important opportunity to help students and their families out of a \$13 billion hole. Compared to what's on the table for American universities and colleges, this budget is underwhelming."

U.S. President Barack Obama's stimulus money increases each student's Pell Grant by \$500 and nearly \$500 million will be spent on financial support for student jobs, among other measures. ■

Le dette étudiante dépasse le cap des 13 G\$

Le niveau d'endettement des étudiants au Canada a dépassé le mois dernier le cap des 13 milliards de dollars pour la première fois dans l'histoire du pays.

« Ce sont les étudiants et les familles qui ont les moyens financiers les plus serrés qui portent le fardeau d'une dette totalisant 13 milliards », affirme Katherine Giroux-Bougard, présidente nationale de la Fédération canadienne des étudiantes et étudiants (FCEE). « Cribler une génération d'étudiants de milliards de dollars de dettes aura des répercussions lourdes de conséquences sur l'économie et l'équité socio-économique au Canada. »

Selon la FCEE, le montant total des prêts étudiants payables au gouvernement fédéral augmente d'environ un million de dollars chaque jour. Or, le chiffre de 13 milliards ne comprend pas les quelque 5 milliards de dollars en prêts étudiants consentis par les gouvernements provinciaux ou en dettes personnelles contractées auprès des institutions de crédit, des banques ou encore des familles des étudiants. Cette année scolaire seulement, près de 360 000 étudiants ont été contraints d'emprunter du gouvernement fédéral.

Dans une lettre ouverte adressée au ministre fédéral des Finances, Jim Flaherty, en prévision du budget déposé le 27 janvier, la fédération a présenté des propositions visant à rendre l'éducation postsecondaire

plus accessible et à réduire l'endettement étudiant : augmenter le Transfert canadien en matière de programmes sociaux pour l'éducation postsecondaire ; bonifier le financement des études supérieures ; accorder un plus grand appui financier aux étudiants autochtones ; hausser le financement des programmes d'emplois d'été pour étudiants.

La fédération est déçue, souligne M^{me} Giroux-Bougard, de voir que le budget canadien, contrairement au plan de relance économique américain, ne prend aucunement en compte les sérieux problèmes que sont la dette étudiante croissante et l'accès à l'éducation postsecondaire.

« Aux niveaux actuels, l'endettement étudiant affaiblit les dépenses de consommation et pourrait compromettre le rétablissement de l'économie canadienne », explique-t-elle. « Le gouvernement fédéral a raté l'occasion rêvée de tirer les étudiants et leur famille du pétrin : une dette de 13 milliards de dollars. En comparaison avec ce qui est offert aux universités et collèges des États-Unis, ce budget est franchement décevant. »

Le plan de relance américain proposé par le président Barack Obama prévoit, entre autres mesures, une augmentation de 500 \$ de chaque bourse Pell et une aide financière de près de 500 millions de dollars pour les emplois d'été. ■

L'équité demeure un objectif prioritaire à atteindre

→ Suite de la PAGE A3

accommodements demandés imposent un « coût » à leur unité.

L'hospitalité à l'inclusivité peut être ressentie à des moments cruciaux comme dans le processus d'obtention de la permanence où l'intégration du candidat est mise en question. Les départements et les disciplines sont trop souvent divisés sur la signification des questions d'équité et sur ce qui est considéré comme le savoir ou qui est reconnu comme tel. Il est possible que l'on ne tienne pas compte des intérêts et des publications de recherche qui s'écartent des perspectives de la majorité, et qu'ainsi la

permanence ou une promotion soit retardée ou refusée. Le service à la communauté peut être jugé sans intérêt professionnel. La pression mise sur l'intensité de la recherche contribue également à créer un climat contraire à l'équité du fait qu'il favorise une vision singulière de la « réussite » qui privilégie des types particuliers de recherche subventionnée.

Les questions d'équité peuvent être marginalisées au sein des associations de personnel académique parce qu'elles ne sont pas perçues comme faisant partie intégrante de la vie académique. Les pratiques d'une association peuvent exclure certains membres et

décourager la participation. L'analyse des climats qui règnent au sein de nos associations et de nos lieux de travail constitue un bon point de départ. Certaines associations ont négocié la tenue d'études des systèmes d'emploi ou de vérifications de l'équité. Ces évaluations visent à mettre au jour les obstacles à la participation et permettent de mieux comprendre les processus d'exclusion et de marginalisation. Ces évaluations pourraient devenir partie intégrante du renouvellement des effectifs des associations. Nous devons renouveler nos efforts afin de pouvoir réaliser la promesse d'équité faite en 1984. ■

Un rapport innocent un professeur de Dalhousie

→ Suite de la PAGE A1

« Le cas du Dr Goodyear montre à quel point il est urgent de modifier les règlements de la Nouvelle-Écosse qui régissent la profession médicale, pour qu'à l'avenir, une enquête soit menée dans les plus brefs délais au lieu de laisser planer des allégations pendant des années », a dit M. Turk, ajoutant que l'ACPPU avait écrit au ministre de la Santé de cette province pour solliciter une rencontre sur la question.

L'ACPPU a écrit également au recteur Tom Traves au sujet de l'obligation qui incombe à l'Université Dalhousie de rétablir le Dr Goodyear dans ses fonctions légitimes de professeur de médecine à la lumière de la décision reconnaissant son innocence.

« Pour ce faire, l'université devra nécessairement prendre des mesures créatives pour veiller à ce que le pro-

fesseur puisse reprendre son enseignement, ses recherches et ses activités de service au sein du département de médecine, compte tenu de la multitude d'obstacles qu'il doit surmonter en conséquence de sa longue et rude épreuve », écrit M. Turk dans sa lettre.

Il signale également que l'ACPPU pressera l'université de revoir son entente d'affiliation avec la Régie régionale de sorte que la carrière universitaire des professeurs de médecine ne puisse être mise en péril par les décisions unilatérales de la direction d'un hôpital.

Les problèmes du Dr Goodyear ont commencé en octobre 2002 lorsque la Dr^e Elizabeth Cowden, chef de médecine de la Régie régionale et chaire de médecine à l'Université Dalhousie, a limité son droit de pratiquer en raison de préoccupations soulevées par des collègues au sujet de certaines de ses décisions médicales. ■

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Budget 2009

→ Suite de la PAGE A2

universités et les collèges », fait valoir M^{me} Stewart. « En somme, il n'y a rien qui garantisse que cet argent sera véritablement dépensé. »

Selon elle, le budget n'a pas tenu compte des besoins les plus pressants du secteur de l'éducation postsecondaire : entre autres, les transferts aux provinces pour que celles-ci puissent procurer aux universités et aux collèges un financement

d'exploitation de base ; un financement accru de la recherche universitaire ; et une contribution à l'aide financière aux étudiants.

« Dans l'ensemble, ajoute M^{me} Stewart, le budget ne stimulera pas véritablement l'économie canadienne, il viendra peu en aide aux personnes les plus vulnérables et il ne réussira pas à satisfaire les besoins du secteur crucial qu'est l'éducation postsecondaire au Canada. » ■

CAUT Censure: First Nations U

The First Nations University of Canada has been censured by CAUT Council (November 2008). Censure means that CAUT has concluded that a university board and administration have breached one or several of the fundamental principles of academic freedom and governance which CAUT believes to be indispensable to the proper functioning of a university. It also means the university board and administration have resisted all reasonable suggestions from CAUT for a resolution of the dispute.

Censure is a notice to all members of CAUT that they should inform themselves, in their dealings with a censured institution, of the issues involved in the censure. In particular, academic staff are asked not to accept appointments at a censured university, not to accept invitations to speak or attend academic conferences at a censured university, and not to accept any distinction or honour that might be offered by a censured administration. Academic disciplinary associations are encouraged to refuse to carry advertisements for or hold events at censured institutions. Academic staff employed at a university under censure are asked to support and assist efforts to convince the board and administration of the necessity for a settlement of the dispute. Advertisements for positions vacant in universities under censure are not carried in the *CAUT Bulletin* nor at CAUT's career board www.AcademicWork.ca.

CAUT recognizes, of course, that censure imposes a burden on members of the academic staff and students at censured universities. It is the view of the association, however, that censure, and the sanctions associated with it, is necessary both to publicize the unsatisfactory conditions which exist in the censured university and to persuade the censured board and administration that they should adhere to standards now widely accepted in the Canadian academic community.

Sanction de blâme : UPNC

Le Conseil de l'ACPPU a imposé une sanction de blâme à l'Université des Premières Nations du Canada (UPNC) en novembre 2008. L'ACPPU prend une telle sanction lorsqu'elle conclut que le conseil et l'administration de l'université en cause ont violé un ou plusieurs des principes fondamentaux de la liberté académique et de la gouvernance que l'ACPPU estime indispensables au bon fonctionnement d'un établissement d'enseignement, et que ces mêmes conseil et administration ont repoussé toutes les recommandations raisonnables formulées par l'ACPPU pour assurer le règlement du différend.

Dans le même temps, l'ACPPU transmet à tous ses membres un avis dans lequel elle leur recommande de s'informer, au moment de traiter avec un établissement frappé d'un blâme, sur les problèmes à l'origine de la sanction. Plus particulièrement, les membres du personnel académique sont invités à ne pas accepter de poste à l'établissement ainsi sanctionné, à décliner des invitations à parler ou à participer à des conférences qui s'y tiennent, et à refuser tout honneur ou distinction qui peuvent leur être offerts. Les associations disciplinaires universitaires sont invitées à refuser d'annoncer les événements qui auront lieu à l'établissement sanctionné ou d'y tenir des activités. On demande également aux membres du personnel académique de l'université frappée d'un blâme d'appuyer les efforts exercés pour convaincre le conseil et l'administration de la nécessité d'un règlement. L'ACPPU refusera d'annoncer dans son *Bulletin* et sur son site www.travail.academique.ca les offres d'emploi de l'établissement sous le coup d'une telle sanction.

L'ACPPU reconnaît certes le fardeau que la procédure de blâme impose aux membres du personnel académique et aux étudiants des universités sanctionnées. Elle croit toutefois que le blâme et les sanctions qui y sont rattachées sont nécessaires pour rendre publiques les conditions insatisfaisantes qui existent dans les universités en cause et pour persuader le conseil et l'administration de ces établissements qu'ils ont le devoir de se conformer aux normes reconnues par l'ensemble de la communauté universitaire du Canada.

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Equity and Excellence in American Higher Education

➔ From PAGE A5

program to remedy "sobering inequalities" between regions and identified higher education spending as an "investment" in "better human relationships, democracy and peace."

In recent years, the authors note further positive developments such as closing gendered "achievement gaps" in math and science for 15-year-olds; big gains in women's share of master's degrees in business (41 per cent), MDs (43 per cent) and law degrees (47 per cent), and PhD parity. Other trends "many find worrisome" include a five per cent decline (between 1972 and 2002) in the absolute number of doctorates awarded to U.S. citizens, with an especially steep decline in the physical sciences and engineering, particularly for women.

The explanation the authors offer is "possible 'crowding out' effects" caused by increased competition from "highly talented" foreigners and women. That the lucrative rewards of the marketplace might play a role in this shift in a period characterized by spectacular growth and innovation in science and technology — silicon chips, cell phones, genomics, the space station — is not explored. The term "crowding-out" conjures up a kind of professional swarming and it's both misleading and judgmental. Women account for less than 30 per cent of doctorates in the physical sciences and less than 20 per cent in engineering. In fact, women's chronic underrepresentation in science and engineering was the subject of a massive 2006 study led by Donna Shalala.²

Moreover, the U.S. has long relied on immigrant scientists, with Eastern Europeans and Germans playing a crucial role during and after World War II. If the internationalization of science has led to U.S. superiority, why, now, is it a problem? Post-9/11 paranoia? Because internationalization now has a different skin color and gender? Other factors? Bowen, Kurzweil and Tobin continue: "among recent [science and engineering] doctorate holders employed in academia, the percentage of white males has fallen dramatically, from 73 per cent in 1975 to 41 per cent in 2001."³

Isn't this progress towards equity? To some it may seem like academic osteoporosis, a thinning of the old backbone of the professoriate. To others it may be a salutary transformation, part of a societal sea-change that can lead a minority student from first black editor of the

Adjusted Admissions Advantage

	Low Income	1st Gen.	Legacies	Minorities	Rec. Athletes
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Private	0.0%	4.3%	21.0%	25.1%	31.0%

Harvard Law Review to first African-American president.

The authors are on surer ground in their impressive statistical study of undergraduates from 19 "academically selective" colleges and universities. Using the Mellon Foundation's College and Beyond database of more than 180,000 student records, they trace the effects of socioeconomic status (SES) on application patterns, admission decisions, enrollment choices, academic performance and post-college outcomes. SES is defined by family income and parental educational attainment.

Data show an overrepresentation of students from the top SES quartile — accounting for half rather than a quarter at "elite" institutions, and an underrepresentation of students from the lowest — 11 per cent. While 16.4 per cent of minority students are "first generation" attending college, over a quarter (25.7 per cent) come from the bottom income quartile. The corresponding shares for non-minorities are much lower: 4.8 per cent "first generation" and 9.5 per cent bottom income. There are some gender differences, with black women more likely to come from the bottom income quartile than black men.

The majority of the lowest quartile SES students are white, for minority students on average make up only 12 to 13 per cent of this prestigious student population. While SAT scores "vary markedly" with family income and parental education, the study documents that the distribution of SAT scores is more closely correlated with race than with income.

Part II focuses on policy issues related to admissions preferences and financial aid, balancing the well-established "thumb on the scale" for recruited athletes, "legacies," and under-represented minorities with the needs of students in the lowest SES quartile. While this group performs less well academically than their more advantaged peers in terms of average GPAs or top honours, they fare better than under-represented minorities, and both these groups outperform recruited athletes. A table clearly shows the "adjusted admissions advantage" expressed as average added percentage points (table shown above).

The authors make a cogent, well-documented case for income- or class-based affirmative action, which they do not advocate as a substitute for race-based programs, but rather as a complement. They conclude with Larry Summers' always memorable words: "Increasing disparity based on parental position has never been anyone's definition of the American dream." Bowen et al. plan further research to expand their range of institutions and "to collect additional data pertaining to gender." Diversifying the research team and adding qualitative research would also be helpful.

The book contains an Appendix, an essay by four other authors about equity and excellence at the University of Cape Town in post-apartheid South Africa, where inequality in access is not a minority problem and higher education has a moral mandate to foster national "development" and facilitate social mobility, yet where excellence and equity are often seen as "separate imperatives" and the redress of historic wrongs as a challenge to "deeply held views on the identity of the university." This case study is a poignant reminder that serving narrow vocational objectives has never been the whole story of higher education. ■

Wendy Robbins is a professor of English at the University of New Brunswick, Fredericton, and coordinator of its women's studies program and former chair of CAUT's Women's Committee. She is also one of a group of eight academics from across Canada who reached a negotiated settlement in 2006 at the Canadian Human Rights Commission to improve equity in the Canada Research Chairs program — an agreement she says is more honoured in the breach than the observance.

Endnotes

1. Organization for Economic Development, Education at a Glance 2004 (Paris, OECD), Tables A3.1–4. Available online at www.oecd.org/edu/egl2004.

2. Donna Shalala and the Committee on Maximizing the Potential of Women in Academic Science and Engineering, *Beyond Bias and Barriers: Fulfilling the Potential of Women in Academic Science and Engineering* (Washington: National Academies Press, 2006). PDF executive summary available online at www.nap.edu/catalog.php?record_id=11741.

3. Thomas B. Hoffer, et al. Doctorate Recipients from United States Universities: Summary Report 2002 (Chicago: National Opinion Research Center, 2003), Table 5.

Academic Freedom in the Wired World

➔ From PAGE A5

ment. Readers may well wonder what "constitutionalization" of academic freedom might look like in Canada's case, and whether we would regard it as a step forward or backward to move in that direction.

O'Neil is a constitutional scholar and a First Amendment believer, but he is far from complacent. Although he views a resurgence of McCarthyism as improbable, he knows better than to celebrate. Accordingly, his final chapter proposes "specific antidotes" to address the

vulnerability of academic freedom in the U.S. today. He urges the professoriate not be the "fish who is last to discover water." By that he means members of the academic community must join cause whenever the freedom of the "oddballs, dissidents, or marginal players" in our midst is threatened. Even — and especially — when colleagues seem like "expedient or suicidal mavericks," we must not forget their cause is poignantly and unalterably ours as well.

O'Neil also reminds us of the need to reach beyond our campuses and demonstrate to the community at

large that academic freedom matters as much to those who are not professors as to those who are.

Academic Freedom in the Wired World was released in the spring of 2008. In the face of uncertainties that have deepened since then, O'Neil's message is more urgent than ever and his insights have vitality for advocates of academic freedom everywhere. ■

Jamie Cameron is a professor of law at Osgoode Hall Law School, York University, and a member of CAUT's Academic Freedom and Tenure Committee.

IN MEMORIAM

Founding CAUT Member Passes Away

RENOWNED Canadian scholar, and founding member of CAUT, Henry Bertram Mayo has died at the age of 97. After a long life teaching in the universities he loved, Henry succumbed to old age on Jan. 15, 2009. Henry was born in 1911 in Fortune, Newfoundland and attended Memorial University College, won a scholarship to Dalhousie and then a Rhodes Scholarship to Oxford University in 1935. He married in 1938 and worked briefly in Newfoundland, before joining the University of Alberta in 1940. The war increasingly occupied his mind, and he joined the RCAF, serving as Adjutant to a Spitfire squadron in Europe. After the war he earned his DPhil at Oxford then returned to the UofA in 1947, where in addition to teaching in the department of political economy he served as department chair. In 1950 he was elected to the first executive of the UofA's Association of Teaching Staff. He played a lead role in establishing CAUT in 1951 and served on its first executive committee. In the following decades he was elected a Fellow of the Royal Society of Canada, served as the first president of the Canadian Political Science Association, and lectured at several universities in Canada and the United States, including an appointment as senior professor and chair of the political science department at the University of Western Ontario and Carleton University, where he completed his academic career, retiring



Henry Bertram Mayo was elected to CAUT's first executive in 1951.

as Professor Emeritus in 1977. He enjoyed an international reputation as a political philosopher and received multiple honorary degrees. "Henry, who was dubbed 'dean of our profession,' had a remarkable career, but was modest when it came to his own accomplishments, choosing instead to focus his attention on others," said Elliot Tepper, a Carleton colleague and longtime friend. "He was a brilliant man, a good storyteller and had a great sense of humour." Willard Mullins, another Carleton colleague, also sang Henry's praises. "He wrote in a variety of fields and he always wrote concretely and clearly. It was said of Henry that he recognized academic humbug and was able to cut through it, and for that we're all indebted to him." ■

Décès d'un membre fondateur de l'ACPPU

ÉMINENT érudit canadien et membre fondateur de l'ACPPU, Henry Bertram Mayo est décédé de vieillesse à l'âge de 97 ans, le 15 janvier dernier, après s'être consacré pendant de nombreuses années à l'enseignement dans les universités qui lui étaient chères. Henry est né en 1911 à Fortune, Terre-Neuve, a étudié au Collège universitaire Memorial, a obtenu une bourse d'études à l'Université Dalhousie, puis a été lauréat d'une bourse Rhodes à l'Université d'Oxford en 1935. Il s'est marié en 1938 et a travaillé quelque temps à Terre-Neuve avant d'entrer en fonction à l'Université de l'Alberta en 1940. De plus en plus préoccupé par la guerre, il s'est joint à l'Aviation royale du Canada où, à titre d'officier pilote, il a été affecté à un escadron de Spitfire en Europe. Après la guerre, il a soutenu son doctorat de philosophie à Oxford, puis est retourné à l'Université de l'Alberta où, en plus d'être professeur, il a assumé la chaire du département d'économie politique. En 1950, il a été élu premier directeur de l'Association du personnel enseignant de l'Université de l'Alberta. En 1951, il a joué un rôle de premier plan dans la création de l'ACPPU dont il a été membre du premier comité de direction. Au cours des décennies suivantes, il a été élu membre de la Société royale du Canada, a été le premier prési-

dent de l'Association canadienne de science politique et a enseigné dans plusieurs universités au Canada et aux États-Unis. Il a été notamment nommé professeur principal et titulaire de la chaire du département de science politique à l'Université de Western Ontario et à l'Université Carleton, où il a pris sa retraite en tant que professeur émérite en 1977. Il jouissait d'une réputation internationale comme philosophe politique et était titulaire de multiples grades honorifiques. « Henry, que l'on surnommait le "doyen de notre profession", a connu une carrière remarquable, mais est toujours resté modeste au vu de ses propres réalisations, préférant porter toute son attention sur les autres », a confié Elliot Tepper, un collègue de Carleton et un ami de longue date. « C'était un homme brillant, un excellent conteur pourvu d'un grand sens de l'humour. » Willard Mullins, un autre collègue de Carleton, a déclaré à la louange de Henry : « Non seulement a-t-il publié des ouvrages dans une variété de disciplines, mais il s'est toujours distingué par son sens du concret et sa clarté d'écriture. On disait de lui qu'il savait reconnaître l'impudence académique et la démêler. Et pour cela, nous lui sommes tous redevables. » ■

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■ ACCOUNTING — University of Waterloo.
The University of Waterloo invites applications for lectured or tenure-track positions in Accounting, for appointments beginning 2009. Rank and field are open, but we especially welcome applicants with teaching interests in auditing or financial reporting. Candidates for a lectured position should have established reputations for high-quality research and teaching, and an interest in contributing to our PhD program. Candidates for Assistant Professor should have a completed or nearly completed PhD, and should demonstrate the potential for high-quality research and teaching. The School of Accounting and Finance is entering an exciting period of growth, in which we will add 20 new faculty members over four years. In 2009 we will add over 50,000 square feet of new classrooms and offices. We offer a stimulating environment for research and teaching, and promote intellectual curiosity and growth. The School's award-winning faculty includes active researchers using archival, experimental and analytical techniques to study a broad spectrum of accounting and finance issues. Our faculty serve on the editorial boards of leading scholarly journals. The School's collaborative environment encourages faculty members to help each other reach their maximum potential. Our highly regarded and unique undergraduate and graduate programs attract top students from Ontario and across Canada. For details about our faculty and programs please visit: <http://sai.uwaterloo.ca>. The University of Waterloo consistently ranks as a leading comprehensive university in Canada and an innovator in education and research. It is located in Waterloo, Canada (designated as the 2007 Intelligent Community of the Year by The Intelligent Community Forum), a one-hour drive from Toronto, Canada's financial and cultural capital. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Canadian citizens and permanent residents receive priority. To apply, please send a curriculum vitae and research sample, electronically. In addition, three referees should send letters directly to: The Director, c/o Neil Campbell, neil@uwaterloo.ca. Review of applications will continue until the positions are filled.

■ ACCOUNTING — Saint Mary's University.
The Department of Accounting at Saint Mary's University of Halifax, Nova Scotia, is seeking applications for a tenure track position at the Assistant Professor level. The appointment will commence July 1, 2009. A tenure-track appointment requires strong teaching and research credentials, with an earned doctorate in hand or nearing completion at the time of appointment. A professional accounting designation is also highly desirable. Candidates with substantially equivalent qualifications and experience may also be considered. Our greatest need is in upper level financial accounting courses. Saint Mary's is a public university with approximately 7,500 students, offering a variety of undergraduate and graduate degrees, including a PhD in Management. The Sobey School of Business is housed in a new facility, fully compatible with the latest advances in information technology. With 70 full-time faculty and an enrolment of 2,000 students pursuing undergraduate, masters, and doctoral degrees, it is the largest business programme in Atlantic Canada, in addition to being nationally known for its excellence in undergraduate teaching. The School has also established an outstanding research record and a reputation for its international outreach. In recognition of its efforts, the School was granted AACSB accreditation in 2003. Halifax is a cosmopolitan city of over 350,000, and is widely regarded as a centre of education, innovation, health care, government and distribution. The city and its environs offer an exceptionally good quality of life. The Department of Accounting has a full-time teaching complement of thirteen, supported by approximately ten part-time instructors per semester. A very wide range of courses in Financial and Managerial Accounting, Audit, Management and Accounting Information Systems, Taxation, International Accounting and Commercial Law are offered at both the undergraduate and graduate level. The Department graduates well over 300 accounting majors each year and enjoys close cooperation with several prominent professional accounting associations. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in Saint Mary's University Collective Agreement. Applicants should submit a letter of application, curriculum vitae and the names and contact information of three referees to: Dr. Bruce Anderson, Chair, Department of Accounting, Sobey School of Business, Saint Mary's University, Halifax, NS, B3H 3C3, Fax: (902) 420-5011, or by e-mail to cahry.golden@smu.ca. More information about the University may be found at www.smu.ca. The closing date for applications is January 15, 2009, or when the position is filled.

■ ANTHROPOLOGY — Wilfrid Laurier University.
The Department of Anthropology invites applications for a two-year limited-term appointment, commencing 1 July 2009, subject to budgetary approval. The appointment will be at the Assistant Professor rank. A PhD (or near completion) in Anthropology is required. The successful candidate will teach sections of AN101 Introduction to Sociocultural Anthropology in a large classroom setting. The department's new curriculum for the course uses *Landscapes and Scapes* (see the concept in Anthropology, 3rd edition). The future instructor will choose readings, including an ethnography, to complement this textbook, in consultation with the department. Please submit a 1-2 page cover letter, curriculum vitae, one recent sample publication, and a teaching dossier (e.g., evaluations, course outlines, examples of innovative pedagogy). Please arrange for three letters of reference to be sent by the due date; these may be sent as attachments to abryden@wlu.ca. Applications must be delivered in hardcopy by noon on Friday 13 March 2009 to Dr. Anne Bryden, Chair, Department of Anthropology, Wilfrid Laurier University, Waterloo Ontario, N2L 3C5. Inquiries may be directed to abryden@wlu.ca but electronic applications will not be accepted. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Members of the designated groups wishing to be considered for employment equity must self-identify, in confidence, to the Dean of the Faculty of Arts, Dr. David Dochow.

■ ANTHROPOLOGY — University of Waterloo.
The Department of Anthropology, University of Waterloo, seeks a biological anthropologist (rank open) who specializes in paleoanthropology or palaeontology, with an interest in human evolution or primates as a public issue. The department has a flourishing undergraduate program and a Joint MA program in Public Issues Anthropology with the University of Guelph. The successful candidate will be expected to contribute substantially to the graduate program and to teach the introductory course in biological anthropology and archaeology, as well as undergraduate courses in human evolution and primate behavior, and should have research interests in at least one of these. Ideally, the candidate's research will include the study of human evolution in evolutionary context. The position is full-time, starting in January 2010. Salary commensurate with qualifications and experience. The closing date for applications is 1 March 2009. Please send a letter of application, curriculum vitae, the names and contact information for three referees, evidence of teaching ability and a sample paper or publication to: Professor Harriet Lyons, Chair, Department of Anthropology, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. Electronic submissions are encouraged and should be submitted to hrlyons@uwaterloo.ca and copied to our departmental administrator, Alyson Rowland (arowland@uwaterloo.ca). Additional information concerning the Department of Anthropology can be found at <http://anthropology.uwaterloo.ca>. The successful candidate is encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. The department also anticipates replacing two retiring sociocultural anthropologists within the next few years. We would be delighted to hear from potential candidates who would like to initiate communication with us. Please contact Prof. Harriet Lyons (hrlyons@uwaterloo.ca).

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†† Accordée sur les frais liés à la quadrichromie et à l'emplacement.

Publisher's Statement

The CAUT Bulletin will not accept advertisements from for-profit post-secondary institutions or job advertisements restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the Bulletin are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the Bulletin with a statement as to these reasons. The CAUT Policy Statement on Academic Freedom (www.caut.ca/pages.asp?page=2076) contains fundamental statements of principle which reflect key priorities of this organization. The CAUT Bulletin thereby reserves the right to refuse advertisements from any post-secondary institution where such advertisement or practice of the institution appears to demonstrate an intention to restrict (or has in fact restricted) academic freedom.

As a service to CAUT members interested in positions available in other countries, the Bulletin accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the American Association of University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at institutions outside of Canada. CAUT publishes a list of colleges and universities censured by AAUP twice a year. Further information about these censures can be obtained by writing to AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465; tel: (202) 737-5500 or visit www.aaup.org.

Déclaration de l'éditeur

Le Bulletin de l'ACPPU n'accepte ni les publicités des établissements post-secondaires à but lucratif ni les offres d'emploi qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'ethnie, de situation familiale, ethniques, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attachés politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le Bulletin soient ouverts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles ne soient conformes à la loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédaction du Bulletin une déclaration énonçant ces raisons. L'énoncé des principes fondamentaux de l'ACPPU sur la liberté académique (www.acppu.ca/pages.asp?page=247&lang=2) relate les priorités clés de cette organisation. Le comité de rédaction du Bulletin de l'ACPPU se réserve donc le droit de refuser de publier les annonces d'un établissement post-secondaire dans le cas où le teneur de ces annonces ou les pratiques de cet établissement démontrent l'existence d'une intention de restreindre la liberté académique (ou l'ont effectivement fait celle-ci).

Le Bulletin accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté académique et son degré de protection peuvent varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association Américaine de professeurs enquête sur des violations de la liberté académique, il n'existe aucune méthode nous permettant de vérifier le statut de la liberté académique dans les établissements post-secondaires étrangers. Deux fois par année, l'ACPPU publie une liste des collèges et universités fautive par l'AAUP. Plus d'informations sur ces censures peuvent être obtenues en écrivant à l'AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465; tél: (202) 737-5500, ou de visiter www.aaup.org.

CAUT ACPPU
BULLETIN

CAREERS CARRIÈRES

B

BIOLOGY – University of the Fraser Valley

The Department of Biology at the University of the Fraser Valley, invites applications for a full-time faculty to commence August 1, 2009, or soon thereafter (subject to budgetary approval). Located in the heart of Fraser Valley, one of Canada's newest Universities, the University of the Fraser Valley offers a wide range of undergraduate and professional degrees, a collegial environment and a commitment to developing graduate programs. The Department of Biology is seeking applications for a physiologist in the areas of either environmental vertebrate physiology or human physiology. Applicants should have an outstanding ability to teach and communicate with undergraduate students and have strong research interests in environmental issue or human health relevant to the Fraser Valley. Qualifications required include a PhD (or close to completion); demonstrated excellence; or commitment to establishing a record of excellence. In teaching at the undergraduate level, and evidence of potential for excellence in interdisciplinary research. For further information, contact Barbara Moore, Head, Department of Biology, c/o Rauten Route, 5000 North Fraser Highway, Burnaby, BC, Canada, V5S 7S6, Tel: (604) 854-4354, Fax: (604) 854-1538; Website: www.ufrv.ca; Email applications to: info@ufrv.ca. The Selection Advisory Committee will begin reviewing applications on March 2, 2009. However, the position will remain open until filled. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. In an effort to be both environmentally and fiscally responsible, UVF will not accept resumes receiving an interview. We thank all applicants for considering UVF for employment. UVF is committed to the principle of equity in employment.

BIOPHYSICS – York University

The Department of Physics and Astronomy, Faculty of Science and Engineering, York University invite applications for a tenure-track appointment in the field of Biophysics with expertise in MRI, at the Assistant, Associate or Full Professor level, depending upon experience. The appointment will commence July 1, 2009 or as soon as possible thereafter and is subject to final budgetary approval. The Department is searching for a highly qualified candidate with a PhD in Physics and a strong research background in MRI (based in the Department of Physics and Astronomy). The successful candidate will be expected to contribute to teaching Biophysics courses at the undergraduate and graduate levels and develop a strong, externally funded research program. The successful candidate must have a PhD in Biophysics, Physics, Medical Physics or the equivalent along with suitable post-doctoral experience. Further information about the Department and the University can be found at www.physics.yorku.ca. The deadline for applications has been extended to a review will commence March 1, 2009. Applications received after this date will not be considered until the position is filled. Applicants should forward (as hard copy, only)

a curriculum vitae, an outline of their research plans, and single copies of three publications. Please email these three reference letters to be sent to: Chair, Search Committee, Department of Physics and Astronomy, 128 Petrie Science and Engineering Building, York University, 4700 Keele St., Toronto, ON, M3J 1P3, Canada; Tel: 416.736.5249; Fax: 416.736.5515; Email: physics@yorku.ca. York University is an affirmative action employer. The affirmative action program can be found on York's website at www.yorku.ca/scadocs or a copy can be obtained by calling the affirmative action office at 416.736.5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

BUSINESS – University of Waterloo

The Faculty of Mathematics invites applications for appointments at the rank of Lecturer in any area of the Mathematical Sciences that is complementary to our undergraduate business programs. The Faculty has over 1400 students studying mathematics with applications to various areas of business. In particular, we have strong interest in Finance, IT management, mathematical economics, accounting, business statistics and operations research. Applicants should possess a Master's degree or PhD in Mathematics, Statistics, Management Science, Computer Science, Operations Research, Finance, Business Administration or a related field. Candidates without a postgraduate degree but who have extensive industry experience will also be considered. Candidates should demonstrate the potential for outstanding teaching, industry involvement and a clear interest in undergraduate education. The effective date of appointment: July 1, 2009. Applications should be directed to Dr. Peter Wood, Director, Undergraduate Business and Accounting Programs, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1, mail to: business@math.uwaterloo.ca by March 31, 2009. Application on material should include a curriculum vitae and the names and addresses of at least three references. These appointments are subject to the availability of funds. All qualified candidates are encouraged to apply. In accordance with immigration requirements, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

C

CHEMISTRY – Saint Mary's University

The Department of Chemistry at Saint Mary's University, Halifax, Nova Scotia, invites applications for a tenure-track position in Analytical Chemistry at the rank of assistant professor to commence on July 1, 2009. The successful candidate will possess a PhD in the field of Analytical Chemistry or a closely related field. Post-doctoral experience is expected. The candidate must have demonstrated potential as an effective teacher and possess a strong record of research contributions and other related scholarly activities. Practical experience with various mass spectrometers such as ICP-MS, GC-MS and TGA-MS would be an asset. Teaching responsibilities will include undergraduate classroom and lab instruction as well as curriculum development in the area of analytical/environmental chemistry. Duties will also include graduate-level teaching. The successful candidate will develop a strong, externally funded research program in his/her field and play an active role in the administrative life of the Department of Chemistry, the Faculty of Science and the University in general. The Department of Chemistry offers a nationally-accredited Bachelor of Science degree in Chemistry (Major and Honors). Undergraduate students are actively involved in faculty research and graduate students are enrolled in the Masters of Science in Ap-

plied Science Program. As well, the Department includes a number of faculty active in Green Chemistry research. Faculty in the Department have access to advanced instrumentation, including LCP/MS, GC-MS, ICP-MS, TGA-MS, GC-MS, SEC/FED, Potentiostat (CV, ASV, etc.), DSC, FT-IR, FTR, single crystal x-ray diffractometer, and various spectrophotometers, all with excellent technical support. All laboratories and research spaces in the Department have been completely renovated over the past two years as part of a major renovation of the Science Building funded by the University. Review of applications will begin after January 31, 2009, and continue until the position is filled. The application package should include a current curriculum vitae including a list of publications, statement of teaching philosophy, a detailed research proposal in NSERC format, and the names and contact information of at least three referees. The application should be sent directly to Dr. Marc Lamoureux, Chair, Department of Chemistry, Saint Mary's University, Halifax, NS, B3H 3C3, Canada. Alternatively, electronic submissions of applications (PDF files only, please) may be sent directly to: maic.lamoureux@smu.ca. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in the Saint Mary's University Collective Agreement.

CHILDREN'S CULTURE – Wilfrid Laurier University

The Wilfrid Laurier campus of Wilfrid Laurier University invites applications for a tenure-track or limited-term appointment at the Assistant Professor level in a Humanities discipline related to children's literature (pending budgetary approval). Specializations may include, but are not limited to, the history of children's literature and children's studies. The appointment will commence July 1, 2009. A doctoral degree – either in hand or near completion – in a relevant discipline in the Humanities is required. Evidence of successful teaching and a demonstrated research record are also essential. The successful candidate will develop and teach courses in the Children's Education and Development Option as well as contribute to the development of a new interdisciplinary Children's Studies Honours program. The successful candidate will also teach in Laurier Brantford's interdisciplinary core program, Contemporary Studies, so a familiarity with interdisciplinary scholarship practice is beneficial. Applications should include a 2-page cover letter, a curriculum vitae, one writing sample, letters from three references, and evidence of teaching effectiveness (such as evaluations and/or a dossier) to Children's Culture Hiring Committee, Laurier Brantford, 73 George St., Brantford, Ontario, N3T 2Y3. E-mail applications will not be accepted but we will accept letters of reference electronically once the short list decisions have been made. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify, in confidence, to Dr. Kathryn Carter, Acting Dean of Laurier Brantford. The deadline for applications is March 15, 2009.

COMPUTER SCIENCE (INFORMATION SYSTEMS) – University of Waterloo

The University of Waterloo invites applications for one or two tenure-track or tenured faculty positions in the David R. Chertoff School of Computer Science, in the areas of information systems. Candidates at all levels of experience are encouraged to apply. Preference will be given to those who focus on health

informatics as an application area. Successful applicants who join the University of Waterloo are expected to develop and maintain a productive program of research, contribute to a newly-created Master's program in Health Informatics, attract and develop highly qualified graduate students, provide a stimulating learning environment for undergraduate and graduate students, and contribute to the overall development of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the summer of 2009. With over 70 faculty members, the University of Waterloo's David R. Chertoff School of Computer Science is the largest in Canada. It enjoys an excellent reputation in pure and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor. This policy has encouraged the creation of many spin-off companies in the Waterloo area. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in the Saint Mary's University Collective Agreement.

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COMPUTER SCIENCE (SOFTWARE ENGINEERING) – University of Waterloo

The University of Waterloo invites applications for a tenure-track or tenured faculty position in the David R. Chertoff School of Computer Science, in the area of software engineering. Candidates at all levels of experience are encouraged to apply. Successful applicants who join the University of Waterloo are expected to develop and maintain a productive program of research, attract and develop highly qualified graduate students, provide a stimulating learning environment for under-

graduate and graduate students, and contribute to the overall development of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2009 calendar year. With over 70 faculty members, the University of Waterloo's David R. Chertoff School of Computer Science is the largest in Canada. It enjoys an excellent reputation in pure and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor. This policy has encouraged the creation of many spin-off companies including Anywhere Solutions Inc., Maplesoft Inc., Open Text Corp and Research in Motion. Please see our website for more information: <http://www.cs.uwaterloo.ca>. Applications should be sent by electronic mail to: recruiting@cs.uwaterloo.ca, or by post to: Chair, Advisory Committee on Appointments, David R. Chertoff School of Computer Science, 200 University Avenue West, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. An application should include a curriculum vitae, statements on teaching and research, and the names and

QUEEN'S UNIVERSITY
Kingston, Ontario, CanadaTenure Track Positions
Assistant, Associate or Full Professor levels

QUEEN'S SCHOOL OF BUSINESS is inviting applications for positions in Accounting, Finance, Managerial Economics, Management Science, Marketing, Organizational Behaviour/ Human Resources, and Strategy/Business Policy/Innovation/ New Ventures (Assistant, Associate or Full Professor levels).

QUALIFICATIONS: Candidates must have a PhD or be near completion. Applicants must exhibit high potential for innovative scholarly research and for outstanding teaching contributions in support of the School's various programs.

COMPENSATION: Salary will be commensurate with qualifications and experience. Appointees have access to substantial internal funds both for research and course development.

INSTITUTION: Queen's University has a long and rich tradition of academic excellence, dating back to a royal charter granted by Queen Victoria in 1841.

Queen's School of Business is one of the world's premier business schools, with an outstanding reputation for innovation and quality. Our MSc and PhD programs in Management attract highly qualified research-oriented students in seven different fields of study. Our undergraduate Commerce program attracts academically strong students with high leadership potential, and is widely viewed as the country's best undergraduate business program. Queen's has gained international recognition for its MBA and executive education programs. *BusinessWeek* ranks Queen's full-time MBA #1 outside the U.S.; Queen's Executive MBA #1 in Canada and #21 in the world. The *Financial Times* (UK) ranks our open enrolment executive education programs #1 in Canada and #15 in the world. Queen's School of Business is also home to Centres focused on business venturing, corporate social responsibility, knowl-

edge-based enterprise and corporate governance. The School is fully accredited by AACSB International, EQUIS (the accrediting arm of EFMD – the European Foundation for Management Development), and the Association of MBAs. The learning environment at Queen's is supported by outstanding library and computing facilities. More information is at: business.queensu.ca.

THE CITY: Kingston, Ontario is a unique Canadian city of 125,000 with a distinct blend of history, recreation, industry and learning. Situated on the shores of Lake Ontario, it is within a two-and-a-half hour drive of Toronto, Montreal, and the nation's capital, Ottawa. Kingston is a thirty minute drive from the international bridge linking Ontario and upstate New York, and another ninety minutes from Syracuse, New York.

This is an international search, open to candidates of all nationalities. However, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. The academic staff at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University, which is posted at: qufa.ca.

The effective date of the appointment will be July 1st, 2009, but is flexible. Applicants should submit a cover letter, current CV, three letters of recommendation, teaching evaluations and a sample publication, thesis proposal or completed thesis, electronically to: deansoffice@business.queensu.ca.

Dr. Brent Gallupe, Associate Dean
Queen's School of Business – Rm. 346 Goodes Hall
Kingston, Ontario K7L 3N6

www.business.queensu.ca

UNIVERSITY OF SASKATCHEWAN
COLLEGE OF MEDICINETenure-Track Faculty Position in
Community-Based Health Research

The Department of Community Health and Epidemiology, College of Medicine, invites applications for a tenure-track faculty position at the Assistant Professor rank, with an anticipated starting date of July 1, 2009. Candidates should have a PhD or be near completion, in community/population/public health or a related area (e.g., health geography or sociology). Expertise in naturalistic and/or quantitative research methods and mixed methods research, and experience in and a strong commitment to working with communities are essential.

The Department of Community Health and Epidemiology is a dynamic, cohesive academic department comprising 13 core faculty and 34 associate and clinical faculty. We have an active graduate program, with 52 students at the Masters and doctoral levels. Areas of current research excellence include child health, socio-behavioural aspects of cancer care, global health, health disparities, social epidemiology, biostatistical applications to chronic diseases, and Aboriginal peoples' health. An emphasis on health equity and community engagement underlies all our work.

The faculty member in this position will be expected to: 1) teach community health research methods at the graduate level (with opportunities for developing a new course in the individual's particular area of interest); 2) contribute to other graduate and undergraduate courses as appropriate; 3) develop an externally-funded research program using community-based research methodologies; and 4) supervise graduate student research. Successful candidates will demonstrate excellence in or promise of excellence in research, teaching, and community engagement.

Interested candidates are asked to submit a cover letter describing their research and teaching interests, curriculum vitae, teaching dossier, and names of three referees. Applications should be directed to: Dr. Nazeem Muhajirine, Department Head, Community Health & Epidemiology, College of Medicine, University of Saskatchewan, Saskatoon SK Canada S7N 5E5; Email: Nazeem.Muhajirine@usask.ca. For a full version of this advertisement visit: www.medicine.usask.ca/the

The University of Saskatchewan is committed to Employment Equity. Members of Designated Groups (women, Aboriginal people, people with disabilities, and visible minorities) are encouraged to self-identify in their applications. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

CAREERS CARRIÈRES



McGill

Assistant Professor in Child Clinical Psychology Department of Psychology

The Department of Psychology of McGill University seeks applicants for a tenure-track position as Assistant Professor in Child Clinical Psychology with an anticipated start date of September 1, 2009.

The program in Clinical Psychology is strongly committed to the scientist-practitioner model and a Ph.D. from a CPA or APA accredited doctoral program in Clinical Psychology or equivalent is required in addition to demonstrated excellence in research. The Department has excellent facilities for interdisciplinary research through its links with related academic departments at McGill and other universities in Montreal.

Applicants will be considered as they are received until an appointment is made. Applicants should present evidence of the potential to establish a record of significant, externally-funded research and are expected to have an aptitude for both undergraduate

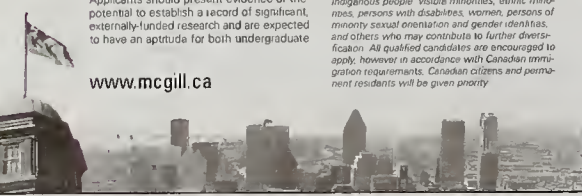
and graduate teaching. Applicants should arrange for three confidential letters of recommendation to be sent to the address below.

A curriculum vitae, description of current and proposed areas of research, selected reprints of published or in-press research articles, a description of areas of teaching competency, interest, and approaches, and other relevant material, should also be sent to:

**Chair Child Clinical Search Committee
Department of Psychology
McGill University
1205 Dr. Penfield Avenue
Montreal, Quebec, Canada H3A 1B1**

McGill University is committed to equity in employment and diversity. It welcomes applications from indigenous people, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientation and gender identities, and others who may contribute to further diversification. All qualified candidates are encouraged to apply, however in accordance with Canadian immigration requirements. Canadian citizens and permanent residents will be given priority.

www.mcgill.ca



Tenure-Track Positions Faculty of Education

Memorial University's Faculty of Education invites applications for several tenure-track appointments. Ours is a dynamic and growing Faculty that supports and encourages vigorous intellectual growth, excellence in teaching and research, and engagement in academic and professional communities. The Faculty of Education comprises approximately 1,000 undergraduate students, 750 graduate students, 46 full-time faculty and 32 FTE staff, offers a wide variety of undergraduate and graduate programs including a doctoral program. We expect to fill six faculty positions and normally appointments are made at the rank of Assistant Professor. Appointments will begin July 2009 or shortly thereafter (subject to budgetary approval). We are seeking applicants for tenure-track positions in the following areas:

Counselling/Educational/School Psychology

Position#: EDCU-2008-003

Candidates should have a PhD with a background in Counseling, Educational, or School Psychology. The successful candidate will be expected to teach graduate level courses in the area of counselling/educational psychology, supervise graduate interns, teach undergraduate Bachelor of Education courses in the areas of learning and development, and develop an active research program. Candidates with expertise in advanced psychoeducational assessment, learning, and child/adolescent development are especially encouraged to apply, but candidates with expertise in all areas of Counseling/Educational Psychology will be considered. In addition, candidates with K-12 teaching experience and those eligible for registration as psychologists in the province of Newfoundland and Labrador are especially encouraged to apply.

Emergent Literacy/Reading

Position#: EDCU-2008-004

The successful candidate for this position should have a PhD with teaching experience at the K-12 level and research experience in emergent literacy and reading. He or she will be expected to teach in this area, both at the undergraduate and graduate levels. The candidate will also be expected to develop an active research and service agenda.

Social Studies Education

Position#: EDCU-2008-005

Candidates should have a Ph.D. in an area related to the field of Social Studies. The successful candidate will be expected to teach undergraduate courses in Social Studies Methods as well as graduate courses in Social Studies Education. The successful candidate will also be expected to develop an active research and service agenda. Teaching experience in the K-12 school system would definitely be an asset.

Candidates qualified in the above areas who have additional expertise in the areas of quantitative research and design, critical approaches to leadership and/or Aboriginal education are highly encouraged to apply. A completed earned doctorate is required for the appointee to receive the rank of Assistant Professor and to be in a tenure-track position. (If a successful candidate has not completed an earned doctorate, he/she shall be appointed to a regular term, non-renewable three-year appointment at the rank of Assistant Professor. If the candidate completes all the requirements for the doctorate during the first 24 months of the term appointment, he/she shall begin a tenure-track appointment following the requirements of the degree.)

Candidates are invited to submit a letter of application including a current curriculum vitae, the names of three referees (two of which should be academic references), a teaching dossier and two examples of single-authored scholarly writing. Please include the reference number of the position for which you are applying (e.g., EDCU-2008-007). Applications should be sent by Friday, February 27, 2009, to:

**Dr. David Dibbon, Dean, Faculty of Education
Memorial University of Newfoundland, St. John's, NL A1B 3X8
Email: ddibbon@mun.ca; Fax: 709-737-8637**

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to more than 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a safe friendly city with great historic charm, a vibrant cultural life and easy access to a wide range of outdoor activities.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, Aboriginal people and persons with disabilities.

For further information is available at <http://www.mun.ca> or <http://mun.ca/educ/>.

contact information for at least three referees. Applicants should ask their referees to forward letters of reference to the address above. Applications will be considered as soon as possible after they are complete, and as long as positions are available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

CONTEMPORARY STUDIES & MEDIA STUDIES – Wilfrid Laurier University. The Brantford campus of Wilfrid Laurier University invites applications for a tenure-track or limited-term appointment at the assistant professor level in Contemporary Studies (CT) and Media Studies (MX). The appointment will commence July 1, 2009. A doctoral degree in hand or near completion is required. We are looking for a candidate who possesses, not just technical proficiency with new media, but an understanding of its broader cultural and social implications. The role of digital media is central to the programs in which the candidate will be working. Research interests could include but not be limited to: Internet theory, commercial marketing, the public interest and democratic uses of social media. Some practical or field experience in the application of these technologies to create new communities is preferred. Applicants should be interested in joining a culture of collegial, interdisciplinary scholars interested in exploring new directions in research and teaching. With respect to teaching, we will expect the successful candidate to develop a rotation of courses that includes CT222 "Navigating the Internet: A Guide to the World Wide Web," CT345 "Applied Democracy," a course that "examines the role of the Internet and engaged citizen in democracy and activists' studies in developing strategies for identifying key issues" JN239 "Journalism, the Internet and Emerging Media" and JN252 "Introductory Skills: New Media Journalism" as well as courses in the recently developed Media Studies option. Applicants are required to send an application package, including a 1-2 page cover letter, a full curriculum vitae, one sample publication, the names and contact information of three referees (e-mail contact information is acceptable), and evidence of teaching effectiveness (such as evaluations and/or a dossier) to: Interdisciplinary Methodologies Hiring Committee, Laurier Brantford, 73 George St., Brantford, Ontario, N3T 2Y3. E-mail applications will not be accepted. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify, in confidence, to Dr. Kathryn Carter, Acting Dean of Laurier Brantford. The deadline for applications is February 28, 2009.

CONTEMPORARY STUDIES INTERDISCIPLINARY METHODOLOGIES – Wilfrid Laurier University. The Brantford campus of Wilfrid Laurier University invites applications for a tenure-track or limited-term appointment at the assistant professor level in Interdisciplinary Methodologies. The appointment will commence July 1, 2009. A doctoral degree in hand or near completion is required. We are looking for a candidate who possesses, not just technical proficiency with new media, but an understanding of its broader cultural and social implications. The role of digital media is central to the programs in which the candidate will be working. Research interests could include but not be limited to: Internet theory, commercial marketing, the public interest and democratic uses of social media. Some practical or field experience in the application of these technologies to create new communities is preferred. Applicants should be interested in joining a culture of collegial, interdisciplinary scholars interested in exploring new directions in research and teaching. With respect to teaching, we will expect the successful candidate to develop a rotation of courses that includes CT222 "Navigating the Internet: A Guide to the World Wide Web," CT345 "Applied Democracy," a course that "examines the role of the Internet and engaged citizen in democracy and activists' studies in developing strategies for identifying key issues" JN239 "Journalism, the Internet and Emerging Media" and JN252 "Introductory Skills: New Media Journalism" as well as courses in the recently developed Media Studies option. Applicants are required to send an application package, including a 1-2 page cover letter, a full curriculum vitae, one sample publication, the names and contact information of three referees (e-mail contact information is acceptable), and evidence of teaching effectiveness (such as evaluations and/or a dossier) to: Interdisciplinary Methodologies Hiring Committee, Laurier Brantford, 73 George St., Brantford, Ontario, N3T 2Y3. E-mail applications will not be accepted. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify, in confidence, to Dr. Kathryn Carter, Acting Dean of Laurier Brantford. The deadline for applications is February 28, 2009.

COSMOLOGY – University of Waterloo. Applications are invited for two tenure-track faculty positions to be held jointly at Perimeter Institute for Theoretical Physics and the Department of Physics & Astronomy, University of Waterloo, in Waterloo, Ontario, Canada. Exceptional senior candidates may also be considered for limited appointments. The department and Institute expect to hire in the area of theoretical and/or observational cosmology with an emphasis on the physics of the early universe and the development of large-scale structure. Candidates are sought who will interact productively with the research staff at both PI and Waterloo. The Department of Physics & Astronomy is a partner in the Guelph-Waterloo Physics Institute, which includes 80 faculty and 130 graduate students. The department and PI jointly include 21 full-time faculty, and three (three) postdoctoral fellows working in cosmology, large scale structure, quantum gravity, string theory, particle physics, quantum information and foundations of quantum theory. In addition to these joint positions, Perimeter Institute expects to grow in cosmology with 2 or 3 new full-time faculty positions in the near future. Applicants should submit a curriculum vitae, a list of publications, a concise statement of research and teaching accomplishments and a research plan, as well as arranging for at least three letters of recommendation to be sent on their behalf. Applications (including the letters) should be submitted through our online application form at <http://www.perimeterinstitute.ca/applications/21>. The selection process starts in the early part of 2009. Applications will be accepted until the positions are filled. For additional information contact Prof. Ben McManis, Search Committee Chair at benmanis@uwaterloo.ca, or Debbie Guenther at Perimeter Institute for Theoretical Physics at associated@perimeterinstitute.ca. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

CRIMINOLOGY – Saint Mary's University. The Department of Sociology and Criminology invites applications for two nine-month seasonal appointments at the Assistant Professor level commencing September 1, 2009. For the first position, the Department is seeking candidates with a strong record of teaching in critical criminology, as well as classical and contemporary criminological theory. For the second position, the Department is seeking candidates with a strong record of teaching in the areas of policing and society, penology, as well as advanced studies in criminology. Candidates should have a PhD or be near completion. Applicants must show a record of teaching effectiveness, and provide evidence of an active research program related to their field of interest. Saint Mary's University is uniquely committed to serving the local, regional, national, and international communities, and integrating such activity as part of the learning environment for undergraduate and graduate students. In

addition to teaching effectiveness, evidence of teaching effectiveness (such as evaluations and/or a dossier) to: Contemporary Studies/Media Studies Hiring Committee, Laurier Brantford, 73 George St., Brantford, Ontario, N3T 2Y3. E-mail applications will not be accepted. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify, in confidence, to Dr. Kathryn Carter, Acting Dean of Laurier Brantford. The deadline for applications is February 28, 2009.

CRIMINOLOGY – Wilfrid Laurier University. The Brantford Campus of Wilfrid Laurier University invites applications for one tenure-track or limited-term position in Criminology to commence July 1, 2009, subject to final budgetary approval. The Criminology program at Laurier Brantford is growing rapidly and the particular need is for a candidate with the ability to teach and conduct research in the area of international crime and justice. A PhD, or near completion, in a relevant discipline, or a graduate degree in law is required. Evidence of successful teaching and a productive program of research are essential. Candidates will be encouraged to teach and conduct research in an interdisciplinary environment are particularly encouraged to apply. Applicants are required to send TWO COPIES of their application package, including cover letter, CV, sample publications, the names and contact information of three referees (e-mail contact information is acceptable), and evidence of effective teaching. E-mail applications will not be accepted. Applications must be delivered by March 27, 2009 to: Criminology Hiring Committee, Laurier Brantford, 73 George St., Brantford, Ontario, N3T 2Y3. The university is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and Aboriginal people. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

CRIMINOLOGY/LAW & SOCIETY – Wilfrid Laurier University. The Brantford Campus of Wilfrid Laurier University invites applications for one tenure-track or limited-term position in Criminology and Law and Society to commence July 1, 2009, subject to final budgetary approval. The Criminology program at Laurier Brantford is well established and the Law and Society program is growing rapidly. Particular need is for a candidate with a general knowledge of socio-legal theory and the ability to teach introductory courses in this area. Other areas of interest should include interdisciplinary investigations of legal forms, a PhD, or near completion. In a relevant discipline, with an emphasis on law is necessary. We also encourage candidates interested in problem-based learning and other alternative pedagogies to apply. Evidence of successful teaching and a productive program of research are essential. Candidates with the ability to teach and conduct research in an interdisciplinary environment are particularly encouraged to apply. Applicants are required to send TWO COPIES of their application package, including cover letter, CV, sample publications, the names and contact information of three referees (e-mail contact information is acceptable), and evidence of effective teaching. E-mail applications will not be accepted. Applications must be delivered by March 27, 2009 to: Criminology Hiring Committee, Laurier Brantford, 73 George St., Brantford, Ontario, N3T 2Y3. The university is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and Aboriginal people. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

DIGITAL MEDIA – University of British Columbia. The Department of Theatre and Film at the University of British Columbia invites applications for a tenure-track position in Digital Media (MDM) Program at the Great Northern Way Campus (GNWC) invite applications for a graduate research appointment as an Assistant Professor of Interdisciplinary Performance. This appointment will be made in the UBC Department of Theatre and Film; the appointee will teach in the MDM program at GNWC. The successful candidate will have significant entertainment industry experience in live performance and design, significant digital sound production and editing experience, and experience with improvisational theatre techniques and their application in digital classroom environments will be important assets. Candidates are expected to demonstrate potential for high quality research and teaching. The successful candidate will teach in the Innovative Masters of Digital Media Program at the Great Northern Way Campus, which is a new initiative in the development of that program, will be expected to maintain an active research agenda, and provide a significant contribution to the department, and the university. For information about the MDM program and the Centre for Digital Media, please visit <http://www.dmm.ca/>. For information about the Department of Theatre and Film, please visit <http://www.theatrefilm.ubc.ca/>. This position is subject to final budgetary approval, and salary will be commensurate with qualifications and experience. Applicants must submit a letter of application, a current curriculum vitae, a teaching dossier, and a list of references, along with examples of their produced work, evidence of teaching effectiveness, and three confidential letters of reference. Inquiries, applications, and letters of reference should be addressed to Chair, Search Committee, Interdisciplinary Performance, MDM Program, Centre for Digital Media, 577 Great Northern Way Campus, BC, V5T 1L3, Canada. Applications must be mailed by February 21, 2009. The position start date is July 1, 2009. The University of British Columbia has an

CAREERS CARRIÈRES

the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. However, Canadians and permanent residents of Canada will be given priority. Applicants may elect to identify their citizenship and immigration status in Canada.

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■ EARTH & ATMOSPHERIC SCIENCES — University of Alberta. The Departments of Earth and Atmospheric Sciences and Physics propose to launch a new open-to-all MSc program in Integrated Petroleum Geosciences (IPG). This will be a rigorous one-year accelerated program intended to prepare students with appropriate undergraduate backgrounds for the modern petroleum working environment. The first cohort of students is expected to begin in September 2009. These new faculty members have been hired to teach this program and we seek to recruit a fourth. The Petroleum Geoscientist will be a joint appointment between the Departments of Earth & Atmospheric Sciences and Physics and will be at the Assistant or Associate Professor level. Applicants must hold a PhD degree at the time of appointment and have demonstrated interests and experience in Petroleum Geoscience, with a strong focus on carbonate reservoirs, structural geology, or organic geochemistry. The successful candidate will be actively involved with teaching of the proposed course-based MSc program and would be expected to develop his/her own research program with supervision of graduate students being an

integral part. Applications should include a current curriculum vitae, a statement of research interests, and a statement of teaching philosophy. Applicants should also arrange for three confidential letters of reference to be sent to Dr. Martin Sharp as soon as possible. Consideration of applications will begin March 15, 2009; however, the competition will remain open until a suitable candidate is found. The start date for this position is July 1, 2009. Please visit www.careers.ualberta.ca and select Academic then the Faculty category to view the full position details and to apply online. Interested applicants may apply to: Dr. Martin Sharp, Chair, Department of Earth & Atmospheric Sciences, University of Alberta, Edmonton, Alberta T6G 2E3, Canada. Email: judith.enason@ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority if suitable Canadian citizens or permanent residents cannot be found. Other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ ELECTRICAL & COMPUTER ENGINEERING — University of Waterloo. The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for tenure-track/tenured faculty positions at the rank of Assistant, Associate, or, in very special cases, Full Professor in the following areas: 1. Computer Engineering with exper-

tise in one or more of these sub-areas: hardware/software co-design, embedded systems with emphasis on hardware, application specific processors, and human/computer interaction with computer engineering perspective; 2. VLSI with special interests in wireless communication VLSI circuits and systems, or circuits in emerging technologies. Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and is in the process of expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international applicants, with an enrolment of more than 450 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the David R. Cheriton School of Computer Science), Mechatronics Engineering (offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research labora-

THE BALSILLIE SCHOOL of INTERNATIONAL AFFAIRS



Jim Balsillie
© The Honourable Jim Balsillie

CIGI Chairs

The Balsillie School and the University of Waterloo invite applications for a number of Chair positions from outstanding researchers and academic leaders in international affairs and global governance at Associate or Full Professor ranks.

The Centre for International Governance Innovation (CIGI) Chair holders will be internationally distinguished scholars who will be expected to make significant contributions to the work of the Global Governance MA and PhD programs in the Balsillie School. Teaching expectations will be comparable to those of Canada Research Chairs at the University of Waterloo. In addition, they will maintain active research programs, secure external funding, and contribute actively to the intellectual and administrative life of the Balsillie School and the University of Waterloo.

All applications should be directed to the Director of the Balsillie School, Ramesh Thakur. A letter of interest, current CV and names of three referees should be emailed to asthompson@balsillieschool.ca. Positions will remain open until filled.

All qualified individuals are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

For further information contact:

Andrew Thompson, Global Governance Program Officer
PHONE 519-888-4567, ext. 38689 | EMAIL: asthompson@balsillieschool.ca
www.balsillieschool.ca



McGill

Faculty of Dentistry
Faculté de médecine dentaireTenure-Track / Clinical-Track Positions
Restorative, Prosthodontics and/or
Rehabilitation Dentistry

McGill University is one of the world's top-ranking universities. It has outstanding research and a very strong commitment to excellent teaching and learning and service to the community. The Faculty of Dentistry is the strongest research dental faculty in Canada, and has a highly dynamic professional and innovative teaching program, with strong links in the community to broaden the teaching and learning opportunities for its trainees.

The Faculty of Dentistry invites applications for tenure-track or clinical-track positions in restorative, prosthetic and/or rehabilitative dentistry. Rank and salary will be commensurate with experience. Candidates must have completed an undergraduate degree in dentistry and advanced clinical and/or research training. Requirements for the tenure-track position include a PhD or equivalent degree and the ability to conduct independent research in a relevant field. Responsibilities will include research, undergraduate and graduate training and administrative work to support these activities. A working knowledge of French will be advantageous. Intramural private dental practice facilities are available.

Applications, including a curriculum vitae, a statement of research and teaching interests and the names and postal and e-mail addresses of three referees, should be sent to the address below. The selection process will commence on April 1, 2009.

Dr. Samer Abi Nader, Chair, Search Committee
Office of the Dean, Faculty of Dentistry, McGill University
3640 University Street, Room M/30, Montreal, Quebec, Canada H3A 2B2
samer.abinader@mcgill.ca; Tel: 514-398-7203, ext 00072; Fax: 514-398-8900

McGill University is committed to equity in employment and diversity. It welcomes applications from indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities and others who may contribute to further diversification. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Postes de professeur menant à la permanence /
Postes de chercheur clinique
Dentisterie restauratrice, prosthodontie ou
réhabilitation prothétique

L'Université McGill est l'une des meilleures universités au monde. Ses recherches sont d'une qualité exceptionnelle et elle accorde une importance de premier plan à l'excellence de l'enseignement, de l'apprentissage et des services offerts à la collectivité. La Faculté de médecine dentaire, sans doute la meilleure sur le plan de la recherche au Canada, dispose d'un corps professoral très dynamique, propose un programme d'enseignement innovateur et a des liens solides avec des partenaires au sein de la collectivité en vue d'élargir les occasions d'enseignement et d'apprentissage de ses étudiants.

La Faculté de médecine dentaire est à la recherche de candidats pour un poste de professeur menant à la permanence ou un poste de chercheur clinique dans le domaine de dentisterie restauratrice, en dentisterie prothétique ou en réhabilitation prothétique. Le niveau hiérarchique et le salaire seront fonction de l'expérience. Les candidats doivent avoir un diplôme de premier cycle en médecine dentaire et une formation clinique ou de recherche avancée. Les candidats pour le poste de professeur menant à la permanence devront posséder un doctorat ou un diplôme équivalent et être en mesure d'effectuer des recherches de manière indépendante dans un domaine pertinent. Les responsabilités incluent entre autres la recherche et la formation d'étudiants de premier, de deuxième et de troisième cycles ainsi que des tâches administratives inhérentes à ces activités. Une connaissance pratique du français est souhaitable. Des installations internes de pratique dentaire privée sont disponibles.

Les dossiers de candidature, comprenant un curriculum vitae, un exposé des intérêts dans les domaines de l'enseignement et de la recherche ainsi que le nom, l'adresse postale et l'adresse électronique de trois répondants doivent être envoyés à l'adresse ci-dessous. Le processus de sélection débutera le 1er avril 2009.

Dr. Samer Abi Nader, président, Comité de recrutement
Bureau du doyen, Faculté de médecine dentaire, Université McGill
3640, rue University, bureau M/30, Montréal (Québec), Canada H3A 2B2
samer.abinader@mcgill.ca; Tél. : (514) 398-7203, poste 00072; Téléc. : (514) 398-8900

L'Université McGill s'engage à respecter les principes de non-discrimination et d'équité en matière d'emploi. Elle accueille favorablement les demandes d'emploi de personnes autochtones, des minorités visibles, des minorités ethniques, des personnes handicapées, des femmes, des personnes de toutes orientations et identités sexuelles et d'autres personnes qui pourraient contribuer à une plus grande diversité. Conformément aux exigences relatives en matière d'immigration au Canada, toutes les personnes qualifiées sont invitées à postuler; la priorité étant toutefois accordée aux citoyens canadiens et aux résidents permanents.

www.mcgill.ca

Faculty Positions
School of Social Work

» Reference Number: VPA-SOWK-2009-001 / 002 / 003

Applications are invited for three faculty positions which, depending on qualifications, will be at the assistant/associate (tenure-track) or full professor (tenured) ranks. Normally, the preferred candidate will have social work experience and a PhD in social work or a related discipline. Candidates nearing completion of doctoral studies may be considered. Assets for the position include: a record of and clearly articulated program of future scholarship; a record of post secondary teaching in social work; demonstrated ability to work collaboratively with a wide range of community and academic professionals. Persons in all social work substantive areas are encouraged to apply.

The School is committed to diversity and social justice and prepares graduates for ethical, competent, innovative and effective practice. The undergraduate curriculum is distinguished by its emphasis on general practice in urban, rural and remote communities; a part time and full time MSW program; and, an innovative PhD program prepares graduates for leadership in social work education, research and practice. In all its programs, including distance delivery, the School encourages a stimulating and challenging learning environment which advances social work education, scholarship, research, community service, and professional practice. The BSW and MSW programs are accredited by the Canadian Association of Schools of Social Work (CASWE). The School's mission, distinctive features, and leadership capacity is promoted by a diverse faculty complement. Further information about the School is available on our web site: www.mun.ca/socwrk/

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to approximately 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

A completed earned doctorate is required for the appointment to receive the rank of Assistant Professor or above and to be in a tenure-track position. (If a successful candidate has not completed an earned doctorate, he/she shall be appointed to a regular term, non-renewable three-year appointment at the rank of Assistant Professor. If the candidate completes all the requirements for the doctorate during the first 24 months of the term appointment, he/she shall begin a tenure-track appointment following completion of the requirements of the degree).

Closing date for applications is March 31st, 2009. The position will be filled by September 1, 2009. Applications should include: (1) a letter of application; (2) a current curriculum vitae; (3) a statement outlining scholarly achievement and research interests; (4) evidence of content expertise and teaching effectiveness that might include sample course outlines and teaching evaluations; (5) a statement of teaching philosophy and interests; (6) samples of scholarly work; and (7) names and contact information of three current referees. Please quote reference # VPA-SOWK-2009-001/002/003.

Applications will be addressed to: Dr. Shelly Birnie-Lefkovich, Director, School of Social Work, Memorial University of Newfoundland, St. John's, NL A1C 5S7; Tel: 709-737-8044; Fax: 709-737-3503.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

Careers > AcademicWork.ca

Business, Faculty of Environmental Studies,
University of Waterloo, 200 University Avenue
W, Waterloo, Ontario, Canada, N2L 3G1.
s4young@uwaterloo.ca, Tel: 519-888-4567
x3B419 The University of Waterloo encour-
ages applications from all qualified individ-
uals, including women, members of visible
minorities, native persons, and individuals
with disabilities. All qualified candidates are
encouraged to apply, however, Canadians and
permanent residents will be given priority.

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FINANCE The University of Waterloo, The University of Waterloo invites applications for tenured or tenure-track positions in Finance, for appointments beginning 2009. Rank is negotiable. We are seeking an outstanding senior candidate. Candidates for a tenured position should have established a strong research record in Finance and teaching, and an interest in contributing to our graduate programs. Candidates for Assistant Professor positions should have recently completed PhD, and should demonstrate the potential for high-quality research in Finance. The School of Accounting and Finance is a leading research center in Finance, with growth in which we will add 20 new faculty members over five years. In 2009 we will add 10 new faculty members to our classrooms and offices. We offer a stimulating environment for research and teaching, and an excellent salary and benefits package. Finance faculty members produce theoretical and empirical research on asset pricing, corporate finance, derivatives, investments, and risk management. We are closely affiliated with the Institute for Quantitative Finance and Insurance, which coordinates research in Finance and Insurance. For more information, visit the University. For further information, visit <http://www.igfw.uwaterloo.ca>. We are an equal opportunity employer as a leading comprehensive university in Canada. The School offers undergraduate and graduate programs in financial management, and a Ph.D. program in Finance. The program in finance (in collaboration with the Department of Statistics and Actuarial Science) is one of the best in the world. These programs may be found at <http://saw.uwaterloo.ca>. The University of Waterloo encourages applications from all qualified individuals, including those with physical and/or mental disabilities, native peoples, and persons with disabilities. Canadian citizens and permanent residents are given preference. We will send a curriculum vitae and research sample electronically. In addition, three referees should be contacted by the Director, or a Head of Department, to provide a written view of applicants will continue until the position is filled.

FINANCIAL University of Waterloo. The Applications for appointments at the rank of lecturer in the Department of Financial Analysis and Risk Management group of students studying Finance in various different academic programs, including our new Financial Analysis and Risk Management program, are invited to participate in the opening of this new program. Applicants should have completed a minimum of 12 credits in Mathematics, Statistics, Quantitative Finance, Business Administration or a related program. The program is designed for students in the area of Financial Analysis and Risk Management, and a professional designation (e.g., CMA, or CPA) is preferred. Candidates without a postgraduate degree but who have completed a minimum of 12 credits will also be considered. Candidates should demonstrate the potential for outstanding teaching, industry involvement and a clear interest in research. Applications should be submitted to the position of appointment: July 1, 2009. Applications should be directed to: Dr. Peter Wood, Director of Graduate Studies, Financial Analysis and Risk Management Programs, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 2G1. For more information, visit <http://www.math.uwaterloo.ca/~peterwood> by March 31, 2009. Application material should include a curriculum vitae and the names and addresses of at least three referees. The University of Waterloo is an equal opportunity employer and all qualified individuals are encouraged to apply in accordance with the University's policies on Canadian citizens and permanent residents will be given priority. The University of Waterloo is an equal opportunity employer and all qualified individuals are encouraged to apply in accordance with the University's policies on Canadian citizens and permanent residents will be given priority. The University of Waterloo is an equal opportunity employer and all qualified individuals are encouraged to apply in accordance with the University's policies on Canadian citizens and permanent residents will be given priority.

LES FRANÇAIS du Québec et de la Saskatchewan. Le Département des langues et linguistique de l'Université de la Saskatchewan sollicite des candidatures pour un poste de professeur titulaire en la permanence, au niveau du professorat, en la spécialité de la littérature française, à compter du 1^{er} septembre 2015. L'entrée en fonction est le 1^{er} juillet 2015. Les candidats/ées doivent détenir un doctorat en études françaises et être spécialistes en la littérature française de la période 1914-1918 et/ou de celui de la poésie française du 20^{ème} siècle. Une expérience en un domaine dans les domaines de la traduction de la littérature française et de la linguistique appliquée serait un atout. Les candidats/ées recherchés sont ceux qui possèdent une excellente maîtrise du français et de l'anglais et qui ont le potentiel de contribuer à l'enseignement et à la recherche. Les candidats doivent avoir un dossier de publications et un plan prometteur de recherche dans leur domaine, avoir fait preuve d'exactitude et d'efficacité dans le passé et de solides compétences en matière de relations humaines (veuillez indiquer votre statut). Pour plus de renseignements veuillez consulter le site web de l'Université de la Saskatchewan: <http://www.usask.ca/artsandscience>

FRENCH – University of Saskatchewan. The Department of Languages and Linguistics of the University of Saskatchewan invites applications for a full-time tenure-track position at the Assistant Professor level in French, effective July 1, 2009. Candidates must hold a PhD in French studies and specialize in French 19th century literature and/or 20th century French poetry. Experience or interest in English translation into French and applied linguistics will be an asset. The successful candidate will have native or near-native fluency in French and English and will be expected to contribute to the MA program in French. The department is seeking individuals with a strong record and promising program of research, proven excellence in teaching as well as excellent interpersonal skills. For the complete advertisement, please refer to our website: <http://www.artsandscience.usask.ca/languages/>

www.yorku.ca/acadjobs

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

York University is a leader in interdisciplinary social science research and outreach efforts that enable partnerships between researchers, policy makers and communities. The University sustains high-quality empirical research informed by a diverse range of theory and methods. The Faculty of Education is oriented to issues of equity, social justice and community-situated learning within the theorizing, research and practice of education.

Faculty of Education

The Faculty of Education offers innovative pre-service, graduate and professional development programs, and values collaboration and an interdisciplinary orientation to education in a multicultural and social justice framework. Its stalling approach encourages faculty in Education to work with educators seconded from their schools and with colleagues from other academic departments across the University.

JEAN AUGUSTINE CHAIR FOR THE STUDY OF
EDUCATION IN THE NEW URBAN ENVIRONMENT

Applications are invited for the Jean Augustine Chair for the Study of Education in the New Urban Environment, at a senior rank of Associate or Full Professor, commencing July 1, 2009.

Qualified applicants will hold a doctorate or equivalent in Education or a related field. Further qualifications will include a significant record of innovative research that focuses on the impact on schooling of forces outside of the classroom, and the capability to provide intellectual and organizational leadership in reconceptualizing the field of urban education in relation to emerging trends in urban life and the changing nature of metropolitan areas. Candidates are invited to articulate their suitability in relation to at least two of the following areas of inquiry: health and social well-being, poverty, immigration and settlement, diasporas and cultures, community dynamics, citizenship and social cohesion, urban planning, and gender relations. The Chair will also seek to stimulate research activities in a range of related areas and link closely to the York Centre for Education and Community and other relevant University units and community organizations.

Applicants should submit a detailed letter of application describing their qualifications and research in relation to the advertised position and to the context described above, a curriculum vitae, one or two samples of scholarly writing, and complete contact information for three scholarly referees (including e-mail addresses) to: **Alte Pitt, Dean of Education, c/329 Winterset College, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3**, the closing date for receipt of complete application packages is **March 31, 2009**. Please note that electronic applications will not be accepted. All positions at York University are subject to budgetary approval.

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's web site at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at **416.736.5713**. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.



www.careers.ualberta.ca



**Ernest E. and Gertrude Poole Chair in Management
for Engineers**

The Department of Mechanical Engineering invites applications and nominations for the Ernest W. and Gertrude Poole Chair in Management for Engineering. This endowed Chair position will contribute to the Engineering Management program in the Faculty of Engineering, will be involved in the further development of the program, and assist in teaching at the undergraduate and graduate levels. The Chair will have specific responsibility for the development and offering of courses that deal in an integrated way with entrepreneurship, project management, technology policy, finance, marketing, quality control, human resource planning and decision analysis. The Chair will be responsible for coordinating activities and developing collaborative programs with the Faculty of Business.

The successful candidate will, regardless of his/her educational background, be required, in due course, to become a licensed professional engineer in the Province of Alberta, and will ideally hold an advanced degree in an engineering or business discipline, and will possess a wealth of experience and outstanding background in engineering management, some teaching experience, and excellent information technology skills. The candidate will also have excellent leadership, people, and marketing skills, as well as a clear vision of the role and future of the Engineering

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

Management program. The candidate may currently be in an industrial position, or in an academic position with a strong industrial background and linkages.

The position will be at the rank of **Professor** and salary will be commensurate with experience and achievements. The appointment, to take effect on July 1, 2009, or as soon as possible thereafter, will either be with tenure, or for a renewable five-year term, as appropriate.

The Faculty of Engineering is one of the largest in Canada with approximately 3800 undergraduate students, 1100 graduate students and over 180 faculty members. The Faculty operates the second-largest engineering cooperative education program in Canada which is available to students in the nine undergraduate degree programs.

Please send nominations or applications, including CVs and the names of three references by March 31, 2009. Applications will continue to be accepted until the position is filled.

Interested applicants may apply to:

Prof. Larry Kostiuik, Chair
Department of Mechanical Engineering
University of Alberta
Edmonton AB T6G 2G8 Canada
Email: larry.kostiuik@ualberta.ca

Permanent residents will be given priority. If suitable
candidates will be considered. The University of Alberta hires on
We welcome diversity and encourage applications from
visible minorities, and Aboriginal persons



CAREERS CARRIÈRES

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■ GEOMATICS – University of Waterloo. The Department of Geography and Environmental Management at the University of Waterloo invites applications for a tenure track SHARNET Research Chair in Geomatics at the assistant professor level. Preference will be given to applicants with expertise in active microwave remote sensing of sea ice dynamics and thermodynamics and with teaching experience in Geomatics related courses. Candidates must have a PhD, a proven research record in the development of geospatial information techniques for understanding Arctic sea ice and its interactions with the global climate system, its impacts on natural and human systems, and a research program that will take advantage of SHARNET's high-performance computing (HPC) facilities. SHARNET is a consortium of colleges and universities that share a network of high performance computers, linked by advanced fibre optics. The SHARNET Research Chair in Geomatics will be expected to enhance research, using HPC to promote interdisciplinary research in interaction with departments, newly established interdisciplinary Centre in Climate Change (CCC) and partner institutions. The Department of Geography and Environmental Management is part of the Faculty of Environment, which also includes the Department of Geography and Resource Studies, School of Planning, Centre for Environment and Business and Centre for Knowledge Integration. For additional information see: <http://www.environment.uwaterloo.ca>. The anticipated starting date is July 1, 2009. Applicants must include statements of career objectives, research

interests, and the applicant's approach to teaching and learning. Applicants must have the letter of application in C & V and the names (with contact information) of four referees. Referees will be contacted for those included in the short list after an initial review of applications that will commence on February 16, 2009 and continue until the position is filled. The appointment is subject to budgetary approval. Applications should be sent to: Chair, SHARNET Research Chair Search Committee, Department of Geography & Environmental Management, Faculty of Environment, University of Waterloo, Waterloo, ON, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native persons, and individuals with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. This appointment is subject to the availability of funds.

■ GERMAN/LINGUISTICS – University of Saskatchewan. The Department of Languages and Linguistics at the University of Saskatchewan invites applications for a full-time tenure-track position at the Assistant Professor level in German and Linguistics, effective July 1, 2009. Applicants must hold a PhD in a relevant area, possess native or near-native fluency in German and English, demonstrate a strong record and promising programme of research, as well as excellence in teaching. Preferred areas of research focus are German language acquisition and modern German language studies. Expertise in other areas of German studies, Applied Linguistics and Linguistics would be an asset. For the complete ad, please refer to the department's website, <http://artsandscience.usask.ca/languages/Employment.php>.

■ GLOBAL STUDIES – Wilfrid Laurier University. The Department of Global Studies invites applications for a tenure track position at the rank of Assistant Professor, commencing July 1, 2009, subject to budgetary approval. Preference will be given to candidates with a completed PhD, and, given the department's current strengths, to disciplinary training outside Political Science. The area of specialization is culture and conflict, with particular emphasis on the cultural dynamics and expressions of contemporary peace and conflict. Applicants should forward a hard copy of their cover letter, curriculum vitae, sample publications, teaching dossier (course evaluations and outlines, etc.), and the names, addresses and contact information for three referees, to: Dr. Michel Desjardins, Chair of the Search Committee, Department of Global Studies, Wilfrid Laurier University, Waterloo, ON, N2L 3C5, Canada. Questions may be directed to m.desjardins@uwaterloo.ca, or 519-884-0710, ext. 3323. Information about the Department of Global Studies can be found at: www.wlu.ca/arts/globalstudies. The deadline for receipt of materials is February 1, 2009. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Further information on the equity policy can be found at: http://www.wlu.ca/page.php?gpn_id=245&gpn_id=10541. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify, in confidence, to the Dean of the Faculty of Arts, Dr. David Doehery.

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■ HEALTH STUDIES & GERONTOLOGY – University of Waterloo. Applications are invited for the Schlegel Research Chair in Geriatric Medicine, a tenure track position at the rank of Assistant Professor. This is an exceptional opportunity to conduct research in geriatric medicine, especially as it relates to cardiovascular disease, dementia, and/or long term care. It is a full time faculty appointment (70% dedicated to research) in the Department of Health Studies and Gerontology (www.ahs.uwaterloo.ca/hsg/), with a formal link to the Schlegel-WLW Research Institute for Aging (RIA, www.thena.ca) and local health care

providers. The applicant will join an established team of researchers and educators within the Department and at the RIA. There will be opportunities to liaise with and contribute to several groups within the RIA including the Murray Alzheimer Research and Education Program (MAREP, <http://marep.uwaterloo.ca>), as well as teams in Vascular Aging, Functional Abilities, Fitness and Plasticity of Aging, and Medications for Seniors. The successful applicant will also have the opportunity to affiliate with leading research groups within the Faculty including the Inter-RRI research network (<http://deas.uwaterloo.ca/interri/>). The Department of Health Studies and Gerontology offers research undergraduate (BSc) and graduate degrees (MSc, MPhil) related to population health. The Faculty of Applied Health

Sciences offers a collaborative PhD in Aging, Health and Well-Being. Department members have research expertise in socio-behavioural determinants of health, health communication, health informatics, health services management, as well as aging and gerontology. The position requires an MD with postgraduate training in Geriatric Medicine and health research. The successful applicant must be licensed to practice medicine in Ontario, or provide evidence of eligibility for licensure with the Ontario College of Physicians and Surgeons. Candidates should have an established record in obtaining peer reviewed research funding and publishing in high quality academic journals. While focused on research (70%), the position requires some teaching, supervision and



Tenure-Track Position in Design Teaching School of Architecture

The School of Architecture at Dalhousie University in Halifax, Nova Scotia, Canada, offers an accredited graduate professional degree program in architecture and post-professional master's degrees in architecture and environmental design. Located within a Faculty of Architecture and Planning, the School emphasizes a strong design orientation, an integrated approach to teaching humanities, representation, technology, and professional practice, and co-operative studies that integrate work experience with academic courses.

The School of Architecture invites applications for a position in design teaching, with an additional concentration in technology. The successful candidate will have a professional degree in architecture and either professional registration in architecture or an advanced degree in a field related to the position. The candidate will demonstrate achievement in the practice and teaching of architecture, as well as promise for excellence in design, teaching, and research. The portfolio of work should demonstrate a creative integration of building technology and architectural design, both in practice and in teaching.

This is a full-time, probationary tenure-track or tenure-track appointment at the level of Assistant Professor or Associate Professor, based on experience. The candidate will be expected to teach architectural design studios, develop mandatory courses and electives in their area of expertise, supervise graduate theses, develop an area of research, and contribute to curriculum development in design and in their area of expertise.

Applications must include: (1) a statement of teaching and research orientation, (2) a full curriculum vitae including address, telephone, cell, and e-mail addresses; (3) a portfolio including design work, teaching and publications; and (4) original letters of reference, sent under separate cover, from at least three referees (and their contact information if it is not evident in the letter). The Committee will begin consideration of applications on **1 February 2009**. The process will continue until the position is filled.

Send application packages to:
Chair, Appointments Committee
School of Architecture
Faculty of Architecture and Planning
Dalhousie University
P.O. Box 1000, 5410 Spring Garden Road
Halifax, Nova Scotia, Canada B3J 2X4

Information about the School and its activities can be found at www.architectureandplanning.dal.ca. General inquiries should be directed to Martha Barnstead, Administrative Secretary to the Dean of the Faculty of Architecture and Planning, Dalhousie University; e-mail martha.barnstead@dal.ca; telephone (902) 494-3210.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity Affirmative Action employer. We encourage applications from qualified Aboriginal people, persons with a disability, racially visible persons, and women.



McGill

Health Care Studies Recherche sur les soins de santé

Tenure-Track Position Social Aspects of Health Care Services

McGill University is one of the world's top-ranking universities. It has outstanding research and a very strong commitment to excellent teaching and learning and service to the community. The Faculty of Dentistry, the strongest research dental faculty in Canada, envisions a healthy and equitable society. It is committed to the promotion of oral health and quality of life in the whole population, with emphasis on the needs of underserved communities and individuals.

The Faculty of Dentistry invites applications for a tenure-track position in the Social Aspects of Health Care Services. Requirements for a tenure-track position include a PhD or equivalent degree and the ability to conduct independent research in a relevant field. We encourage people with a background in social sciences and an interest in underserved populations to apply. Health and/or social service experience working with underserved groups will be an asset. Responsibilities will include research, teaching and administrative work to support these activities. A working knowledge of French will be advantageous. Rank and salary will be commensurate with experience.

Applications, including a curriculum vitae, a statement of research and teaching interests and the names and postal and e-mail addresses of three referees, should be sent to the address below. The selection process will commence on **April 1, 2009**.

Dr. Christophe Bedos, Chair, Search Committee
Office of the Dean, Faculty of Dentistry, McGill University
3640 University Street, Room M/30, Montreal, Quebec, Canada H3A 2B2
Christophe.bedos@mcgill.ca; Tel: 514-398-7203, ext. 0129; Fax: 514-398-8900

McGill University is committed to equity in employment and diversity. It welcomes applications from indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities and others who may contribute to further diversification. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority.

Poste de professeur menant à la permanence Aspects sociaux des services de santé

L'Université McGill est l'une des meilleures universités au monde. Ses recherches sont d'une qualité exceptionnelle et elle accorde une importance de premier plan à l'excellence de l'enseignement, de l'apprentissage et des services offerts à la collectivité. La Faculté de médecine dentaire, sans doute la meilleure sur le plan de la recherche au Canada, envisage une société équitable et en santé. Elle s'engage à promouvoir la santé bucco-dentaire et la qualité de vie de l'ensemble de la population, tout en mettant l'accent sur les besoins des collectivités et des personnes les plus défavorisées.

La Faculté de médecine dentaire est à la recherche de candidats pour un poste de professeur conduisant à la permanence dans le domaine des aspects sociaux des services de santé. Les personnes intéressées devront posséder un doctorat ou un diplôme équivalent et être en mesure d'effectuer des recherches de manière indépendante. Nous invitons les personnes ayant une formation en sciences sociales et s'intéressant aux populations défavorisées à présenter leur candidature. De l'expérience dans le secteur de la santé ou des services sociaux sera un atout. Les responsabilités incluront entre autres la recherche et l'enseignement ainsi que des tâches administratives inhérentes à ces activités. Une connaissance pratique du français est souhaitable. Le niveau hiérarchique et le salaire seront fonction de l'expérience.

Les dossiers de candidature, comprenant un curriculum vitae, un exposé des intérêts dans les domaines de l'enseignement et de la recherche ainsi que le nom, l'adresse postale et l'adresse électronique de trois répondants, doivent être envoyés à l'adresse ci-dessous. Le processus de sélection débutera le **1er avril 2009**.

Dr. Christophe Bedos, président, Comité de recrutement
Bureau du doyen, Faculté de médecine dentaire, Université McGill
3640, rue University, bureau M/30, Montréal (Québec), Canada H3A 2B2
Christophe.bedos@mcgill.ca; Tél. : (514) 398-7203, poste 0129; Téléc. : (514) 398-8900

L'Université McGill s'engage à respecter les politiques de non-discrimination et d'équité en matière d'emploi. Elle accueille favorablement les demandes d'emploi des personnes autochtones, des minorités visibles, des minorités ethniques, des personnes handicapées, des femmes, des personnes de toutes orientations et identités sexuelles et d'autres personnes qui pourraient contribuer à une plus grande diversité. Conformément aux exigences prescrites en matière d'immigration au Canada, toutes les personnes qualifiées sont invitées à postuler; la priorité étant toutefois accordée aux citoyens canadiens et aux résidents permanents.

www.mcgill.ca

Term Contractual Position School of Social Work



» Reference Number: VPA-SOWK-2009-004

Memorial University of Newfoundland School of Social Work invites applications for one (1) term contractual appointment (May 1, 2009 to April 30, 2010).

The position will primarily involve teaching responsibilities at the BSW and MSW levels, course development, and related activities. Commencement date for this appointment is May 1, 2009. Appointments are normally made at either the rank of lecturer, or assistant professor. Completion of, or enrollment in PhD studies and/or previous experience in teaching is an asset. Applicants with an MSW and substantial post-MSW social work practice and teaching experience will be considered. Applicants must be eligible for registration with the Newfoundland and Labrador Association of Social Workers. In the BSW program, work will be guided by a generalist perspective and in the MSW program by an advanced practice perspective.

The School is committed to diversity and social justice and prepares graduates for ethical, competent, innovative and effective practice. The undergraduate curriculum is distinguished by its emphasis on general practice in urban, rural and remote communities: a part time and full time MSW emphasis direct practice; and, an innovative PhD program prepares graduates for leadership in social work education, research and practice. In all its programs, including distance delivery, the School encourages a stimulating and challenging learning environment which advances social work education, scholarship, research, community service, and professional practice. The BSW and MSW programs are accredited by the Canadian Association of Social Work Education (CASWE). The School's mission, distinctive features, and leadership capacity is promoted by a diverse faculty complement. Further information about the School is on our web site: www.mun.ca/sowrk/

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Closing date is **February 27, 2009**. The position will be filled effective May 1, 2009. Applicants should include: A letter of application; a current curriculum vitae; samples of scholarly related work; teaching evaluations, if available; names and contact information of three current referees. *Please quote reference # VPA-SOWK-2009-004*. Address applications to: Dr. Shelly Birnie-Lefkovich, Director, School of Social Work, Memorial University of Newfoundland, St. John's, Newfoundland, Canada A1C 5S7; Telephone: 709-737-8044; Fax: 709-737-3503; Email: slefkovi@mun.ca; Website: <http://www.mun.ca/sowrk/>.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial is committed to employment equity and encourages applications from qualified women and men, visible minorities, Aboriginal people and persons with disabilities.

mentoring of graduate and undergraduate students. They may also be opportunities for some clinical practice. Salary will be commensurate with qualifications and experience. The anticipated start date is July 1, 2009. Interested candidates should forward a cover letter, curriculum vitae and three letters of reference on or before March 3, 2009 to Dr. Paul McDonald, Associate Professor and Chair, Department of Health Studies and Gerontology, University of Waterloo, Waterloo, ON, Canada, N2L 3G1. In accordance with Canadian immigration requirements, citizens and permanent residents of Canada will be considered first for this position. The University of Waterloo encourages equal career from qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

HEALTH STUDIES & SOCIAL GERONTOLOGY — **Witold Laurier University**, Laurier Bradford is a fast-growing campus of Witold Laurier University located in Bradford, Ontario. We invite applications for a tenure-track appointment in Health Studies, subject to final budgetary approval. The appointment will commence July 1, 2009, at the rank of Assistant or Associate Professor. The area of specialization for this position is Social Gerontology, with preference for candidates whose research and teaching focuses on issues around aging and the life course, broadly defined. In addition to courses on aging, the ideal candidate would also be able to make a teaching contribution in one or more of: disability, health policy, health evaluation, and health care systems. A doctoral degree, or near completion, in a related discipline is required. Evidence of successful teaching is essential. Candidates with the demonstrated ability to teach and conduct research in an interdisciplinary environment are particularly encouraged to apply. Applicants are required to send a copy of their application package, including a 2-page cover letter, a full curriculum vitae, one sample publication, the names and contact information of three referees (e-mail contact information is acceptable), and evidence of teaching effectiveness (such as evaluations and/or a dossier) to: Health Studies Hiring Committee, Gender & Sexuality, Laurier Bradford, 73 George St., Bradford, Ontario, N3T 2Y3.

Hiring Committee, Social Gerontology, Laurier Bradford, 73 George St., Bradford, Ontario, N3T 2Y3. E-mail applications will not be accepted; however, letters of reference from referees may be emailed to namber@wlu.ca. Witold Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify in confidence, to Dr. Kathryn Carter, Acting Dean of Laurier Bradford, 73 George St., Bradford, Ontario, N3T 2Y3. We thank all respondents in advance for their interest in Witold Laurier University. Only those selected for an interview will be contacted. The deadline for applications is February 28, 2009.

HEALTH STUDIES (GENDER & SEX) — **Witold Laurier University**, Laurier Bradford is a fast-growing campus of Witold Laurier University located in Bradford, Ontario. We invite applications for a tenure-track appointment in Health Studies, subject to final budgetary approval. The appointment will commence July 1, 2009, at the rank of Assistant Professor. The area of specialization for this position is Public Health and Epidemiology. The ideal candidate is a Ph.D. graduate with a research focus on the intersection of gender and sexuality in the health studies program. The successful candidate will be required to teach contemporary studies courses in the areas of Gender and Sexuality. A doctoral degree, or near completion, in a related discipline is required. Evidence of successful teaching is essential. Candidates with a demonstrated ability to teach and conduct research in an interdisciplinary environment are particularly encouraged to apply. Applicants are required to send a copy of their application package, including a 2-page cover letter, a full curriculum vitae, one sample publication, the names and contact information of three referees (e-mail contact information is acceptable), and evidence of teaching effectiveness (such as evaluations and/or a dossier) to: Health Studies Hiring Committee, Gender & Sexuality, Laurier Bradford, 73 George St., Bradford, Ontario, N3T 2Y3.

E-mail applications will not be accepted; however, letters of reference from referees may be emailed to namber@wlu.ca. Witold Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify in confidence, to Dr. Kathryn Carter, Acting Dean of Laurier Bradford, 73 George St., Bradford, Ontario, N3T 2Y3. We thank all respondents in advance for their interest in Witold Laurier University. Only those selected for an interview will be contacted. The deadline for applications is February 28, 2009.

HEALTH STUDIES (PUBLIC HEALTH & EPIDEMIOLOGY) — **Witold Laurier University**, Laurier Bradford is a fast-growing campus of Witold Laurier University located in Bradford, Ontario. We invite applications for a tenure-track appointment in Health Studies, subject to final budgetary approval. The appointment will commence July 1, 2009, at the rank of Assistant or Associate Professor. The area of specialization for this position is Public Health and Epidemiology. The ideal candidate is a Ph.D. graduate with a research focus on the intersection of gender and sexuality in the health studies program. The successful candidate will be required to teach contemporary studies courses in the areas of Gender and Sexuality. A doctoral degree, or near completion, in a related discipline is required. Evidence of successful teaching is essential. Candidates with a demonstrated ability to teach and conduct research in an interdisciplinary environment are particularly encouraged to apply. Applicants are required to send a copy of their application package, including a 2-page cover letter, a full curriculum vitae, one sample publication, the names and contact information of three referees (e-mail contact information is acceptable), and evidence of teaching effectiveness (such as evaluations and/or a dossier) to: Health Studies Hiring Committee, Gender & Sexuality, Laurier Bradford, 73 George St., Bradford, Ontario, N3T 2Y3.

Epide-miology, Laurier Bradford, 73 George St., Bradford, Ontario, N3T 2Y3. E-mail applications will not be accepted; however, letters of reference from referees may be emailed to namber@wlu.ca. Witold Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify in confidence, to Dr. Kathryn Carter, Acting Dean of Laurier Bradford, 73 George St., Bradford, Ontario, N3T 2Y3. We thank all respondents in advance for their interest in Witold Laurier University. Only those selected for an interview will be contacted. The deadline for applications is February 28, 2009.

HISTORY — **University of Western Ontario**, The Department of History invites applications for a tenure-track position in the Chair in History, a professorship established in 1955 through a generous donation from the estate of John Barlett Smallman. The position is a six-month appointment, and the field is open. Nominees or applicants, who may include people from outside the field, should be well established historians with significant publication records. The senior scholar appointed to the Smallman Chair will be expected to teach a graduate seminar on graduate course, provide a public lecture in his/her area of current research and other academic activities in the academic life of the Department. A nominator should provide a covering letter as evidence, a further solicited letter of reference, and a curriculum vitae for the nominee. Applicants should send a letter of application, a curriculum vitae and two letters of reference to: Dr. Margaret Smallman, Department of History, The University of Western Ontario, Social Science Centre, Room 4328, London, ON, N6A 5C2, Tel: (519) 663-3547, Fax: (519) 663-3010. The deadline for applications is February 28, 2009. Positions are subject to budgetary approval. Applicants should include a statement of teaching and research interests, names and addresses of three referees and copies of recent publications to: Professor Van Nguyen, Acting Chair, Department of Civil Engineering and Applied Mechanics, McGill University, 3480 Avenue du Mont-Royal, Montreal (Quebec), H3A 2K6 or by e-mail to van.v.nguyen@mcgill.ca.

aged to apply; however, Canadians and permanent residents will be given priority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify in confidence, to Dr. Kathryn Carter, Acting Dean of Laurier Bradford, 73 George St., Bradford, Ontario, N3T 2Y3. We thank all respondents in advance for their interest in Witold Laurier University. Only those selected for an interview will be contacted. The deadline for applications is February 28, 2009.

INFRASTRUCTURE ENGINEERING — **McGill University**, The Department of Civil Engineering and Applied Mechanics at McGill University invites applications for tenure-track positions at all ranks. We are particularly interested in the following areas: bridge engineering, infrastructure sustainability, evaluation and retrofit of structures and design for extreme events. The Department has short-term research activities in all areas of civil and environmental engineering. Candidates must have a Ph.D., preferably with a first degree in engineering, and a strong commitment to excellence in research and teaching. Evidence of outstanding research achievements, or research potential, is indispensable. All qualified applicants are encouraged to apply; however, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The position is subject to final budgetary approval of the University. Mail applications to: Dr. Van Nguyen, Department of Civil Engineering and Applied Mechanics, McGill University, 3480 Avenue du Mont-Royal, Montreal (Quebec), H3A 2K6 or by e-mail to van.v.nguyen@mcgill.ca.

ated to apply; however, Canadians and permanent residents will be given priority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify in confidence, to Dr. Kathryn Carter, Acting Dean of Laurier Bradford, 73 George St., Bradford, Ontario, N3T 2Y3. We thank all respondents in advance for their interest in Witold Laurier University. Only those selected for an interview will be contacted. The deadline for applications is February 28, 2009.

INTERNATIONAL AFFAIRS — **University of Waterloo**, The Baskin School of Management at the University of Waterloo invites applications for a number of Chair positions from outstanding academic leaders and academic leaders in international affairs and global governance at Associate or Full Professor ranks. CIGI Chair in International Affairs distinguishes scholars who will be expected to make significant contributions to the work of the Global Governance MA and PhD programs in the school. Teaching expectations will be comparable to those of Canada Research Chairs at the University of Waterloo. In addition to their mandate to advance research programs, secure external funding, and contribute actively to the intellectual and administrative life of the Baskin School and the University of Waterloo. All applications should be directed to the Director of the Baskin School, Ramesh Thakur. They should include a letter of interest, a curriculum vitae and names of three referees. Please email this documentation to info@baskinschool.ca. Positions will remain open until filled. All qualified individuals are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. For further information, see www.baskinschool.ca or contact: Andrew Thompson, Global Governance Program, 3480 Avenue du Mont-Royal, Montreal (Quebec), H3A 2K6 or by e-mail to andrew.thompson@baskinschool.ca.

INTERNATIONAL DEVELOPMENT & HUMAN RIGHTS — **Witold Laurier University**, The Bradford Campus of Witold Laurier University invites applications for one position at the rank of Assistant Professor (tenure track or limited term appointment) beginning July 1, 2009 (subject to budgetary approval). The successful candidate will deliver key courses in Laurier Bradford's new International Development Option as a member of the Leadership (www.wlu.ca/homepage.php?trp_id=1728) and Human Rights and Human Diversity (www.wlu.ca/brnford/hhd) programs. Candidates should have a doctorate (or be near completion) in social sciences; areas of specialization are open. The successful candidate will be expected to have an active research agenda, ideally, to teach courses dealing with the following topics: development theories, strategies and issues (including economic and human rights perspectives); global health and social justice (including health as a human right); the business of economic globalization; as well as social and other courses in Leadership and Human Rights and Human Diversity programs. Complete applications include the following: a letter of interest, a curriculum vitae; evidence of teaching excellence (such as evaluations, and/or a teaching dossier/statement); a research statement; one recent sample publication; and three letters of reference, sent under separate cover.

LEADERSHIP — **Witold Laurier University**, The Bradford Campus of Witold Laurier University invites applications for a tenure-track or limited term appointment in its undergraduate Leadership program, subject to final budgetary approval. The appointment will commence July 1, 2009 at the rank of Assistant Professor. A doctoral degree, or near completion, in a relevant leadership, business, or social sciences discipline is preferred. The areas of research specialization for this appointment are broadly defined. Evidence of successful teaching is essential. The successful candidate will be expected to teach topics offered in the Leadership program such as organizational leadership, contemporary and historical leaders, leadership theory, leadership skills and application, business ethics, and management. Candidates with the ability to teach and conduct research in an interdisciplinary environment are particularly encouraged to apply. Applicants should send a curriculum vitae, a cover letter, curriculum vitae, three letters of reference, and evidence of teaching excellence (such as evaluations and/or teaching dossier) to: Leadership Hiring Committee, Laurier Bradford, Grand Bay Blvd., Suite 208, 171 Colborne St., Bradford, ON, Canada, N3T 6G9. E-mail applications will not be accepted; however, letters of reference from referees may be emailed to Nancy LaSart at namber@wlu.ca. Witold Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify in confidence, to the Acting Dean of the Bradford Campus, Dr. Kathryn Carter.

MANAGEMENT SCIENCES (INFORMATION SYSTEMS) — **University of Waterloo**, The Department of Management Sciences at the University of Waterloo invites applications for a tenure-track or limited term appointment at the level of assistant, associate or full, to begin May 2009 or later. Applicants should hold a Ph.D. or be near completion of their doctorate, and have demonstrated research and teaching potential in industrial systems or include the following: a letter of interest, a curriculum vitae; evidence of teaching excellence (such as evaluations, and/or a teaching dossier/statement); a research statement; one recent sample publication; and three letters of reference, sent under separate cover.



Chercheur(euse) Chaire en études métisses

Sélectionné par le Conseil des universités de l'Ontario pour fonder une chaire en études métisses, l'Université d'Ottawa est à la recherche d'un(e) chercheur(euse) réputé(e) qui permettra à la chaire de jouer le rôle de catalyseur pour la recherche innovatrice et la diffusion de celle-ci relative aux défis enjeux particulièrement pertinents aux peuples métis de l'Ontario. La personne sélectionnée se joindra à une équipe engagée à l'Université d'Ottawa, visant renforcer les rapports qui existent entre la Métis Nation of Ontario (MNO) et accrue les possibilités pour les étudiants des issues de la communauté métisse.

La ou le titulaire de la chaire donnera de l'impulsion aux études métisses par l'entremise de l'enseignement, de la conception de nouveaux cours et de la supervision d'étudiants; des cycles de conférences; la chaire et le candidat choisies devra faire appel aux communautés métisses et au peuple canadien en général, afin de promouvoir une plus grande compréhension de l'histoire de la langue, de la culture et des enjeux actuels, en encourageant de nouvelles recherches et l'élaboration de nouvelles politiques portant sur le peuple métis de l'Ontario.

Conditions de candidature :
Les candidats doivent détenir un doctorat ou l'équivalent sans importe quel des domaines des études des chercheurs exceptionnels de renom ayant joué un rôle dans les études métisses au travail. Les candidats qui retiennent l'attention pourront travailler d'une manière constructive avec les communautés métisses. La connaissance du michif est un atout.

On encourage tous les candidats qualifiés à postuler la priorité sera toutefois donnée aux candidats des chercheurs résidents permanents. L'Université d'Ottawa soutient à l'équité d'emploi et encourage les femmes, les Autochtones, les membres des minorités visibles et les personnes handicapées à postuler.

Mandat :
La nomination est pour un mandat de cinq ans, renouvelable une fois, dans un poste menant à la permanence, au sein d'une faculté qui répond bien au domaine de compétence de la personne. La ou le titulaire de la chaire touchera un régime de rémunération et deviendra professeur(e) agrégé(e) ou professeur(e) titulaire. On tendra compte de l'expérience de la personne sélectionnée, à l'un (ou accord de l'aide financière supplémentaire. Le poste s'adresse aux candidats de l'extérieur afin d'accroître l'expertise actuelle de l'Université d'Ottawa. Idéalement, la personne requise entretient en fonction le 1^{er} juillet 2009.

Demande :
Les personnes intéressées doivent faire parvenir leur candidature, incluant une lettre mentionnant le fait qu'ils possèdent les qualités requises pour ce poste, un curriculum vitae à jour, un plan stratégique proposé pour remplir le mandat de la chaire (maximum de cinq pages) ainsi que trois références, à la personne suivante:
Professeur Bradford W. Morse, Président du Comité de sélection
Pavillon du Cabinet de la vice-rectrice à la recherche
A/10 Tabaret, bureau 246
550, rue Cumberland
Ottawa (Ontario) K1N 6N5
On peut adresser toute demande de renseignements au professeur Morse à bmorse@uottawa.ca.

Date limite :
Le Comité communique à étudier les demandes de candidature le 15 mars 2009; le processus prendra fin lorsque le poste sera pourvu.

www.uottawa.ca

Researcher Chair in Métis Studies

Selected by the Council of Ontario Universities to establish an endowed Chair in Métis Studies, the University of Ottawa is seeking a leading scholar who will position the Chair as a catalyst for the conduct and dissemination of innovative research in Métis studies. The successful candidate will be a member of the Métis Nation of Ontario (MNO) and will work closely with the MNO to enhance the relationship with the Métis Nation of Ontario (MNO) and enhance opportunities for Métis students.

The Chair holder will expand Métis Studies through teaching, the design of new courses and graduate student supervision. The successful candidate is expected to reach out to Métis communities and to Canadians generally to promote a greater understanding of Métis history, language, culture and current issues through fostering new research and policy development with a focus on the Métis people of Ontario.

Qualifications:
Applicants should possess a Ph.D. or equivalent, in any field and be recognized as outstanding scholars with prior involvement in Métis Studies. Preferred candidates will be able to work constructively with Métis communities. Faculty in Michif is an asset.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Equity is a University of Ottawa policy; women, Aboriginal peoples, members of visible minorities and persons with disabilities are encouraged to apply.

Terms:
The appointment is for a five-year term, renewable once, in a tenure-track position in a faculty appropriate to the person's area of expertise. The Chair holder will receive a salary package and rank (senior associate or full professor) commensurate with his or her experience and will benefit from added financial support. The position is for external candidates in order to augment the University of Ottawa's expertise. The preferred start date is July 1, 2009.

Application:
Interested individuals should apply by letter directly addressing their suitability, including a current C.V., a proposed strategic plan to fulfill the Chair's mandate (maximum of 5 pages) and three references to:
Professor Bradford W. Morse, Chair of the Selection Committee
c/o Office of the Vice-President, Research
Tabaret Hall, Room 246
550 Cumberland Street
University of Ottawa
OTTAWA, ON K1N 6N5
Inquiries may be directed to Professor Morse at bmorse@uottawa.ca.

Deadline:
The Committee will begin to consider applications on March 15, 2009 and will continue until the position is filled.

www.uottawa.ca

www.uottawa.ca

Site au cœur de la capitale du Canada, l'Université d'Ottawa est l'une des principales universités à vocation de recherche du pays. Son effectif étudiant, son corps professoral et son personnel regroupent plus de 40 000 personnes qui vivent, travaillent et étudient en français et en anglais dans un milieu des plus cosmopolites. C'est avec fierté que nous nous affichons comme « Université canadienne ».

The University of Ottawa, at the heart of Canada's capital, is one of our country's leading research universities. We are a cosmopolitan community of over 40,000 students, faculty and staff who live, work and study in both English and French. We are proud to be Canada's university.

L'Université d'Ottawa est fière, avec raison, de sa tradition de longue date de plus de 160 ans. Par l'entremise de l'histoire de la langue officielle, l'Université offre à son personnel et à ses étudiants et à ses professeurs un environnement de travail de haute qualité. Les professeurs ont tous des postes de longue durée, ce qui leur permet de consacrer toute leur énergie à leur recherche et à leur enseignement. L'Université d'Ottawa est fière de son personnel et de ses étudiants et de ses professeurs.

The University of Ottawa is justly proud of its 160-year tradition of excellence in bilingual education. Through the use of the official languages, the University provides a high-quality work environment for its faculty and staff. All faculty members are tenured, which allows them to devote all their energy to their research and teaching. The University of Ottawa is proud of its faculty and staff.

Les carrières en français et en anglais

CAREERS CARRIÈRES

at the interface of operations research and computer science. Industrial experience is highly desirable. An undergraduate degree in engineering or eligibility for registration as a professional engineer is required. The Department offers a co-op undergraduate degree in Management Engineering (launched in 2007), as well as MSc, MAs and PhD programs. The successful candidate will join a dynamic and growing interdisciplinary department that has active research and teaching activities. In Operations Research, Management of Technology and Information Systems. Applicants should submit a cover letter along with a curriculum vitae detailing educational background, research and work experience, and copies of up to four selected publications. Letters of recommendation are not required on application but will be requested if a candidate is shortlisted. Applications are to be submitted electronically at <https://www.mcgill.ca/management-science>. Consideration of candidates will continue until the positions are filled. For further information, please contact the chair of Management Science, Dr. Elizabeth Jewkes, Department of Management Science, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Email: mjewkes@uwaterloo.ca. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

MANAGEMENT SCIENCES OPERATIONS RESEARCH — University of Waterloo. The Department of Management Science at the University of Waterloo invites applications for a full-time, professional appointments at any level: assistant, associate or full, to begin May 2009 or later. Applicants should hold a PhD or be near completion of their doctorate and have demonstrated research and teaching potential in industrial systems engineering or a field related to operations research. Current research thrust areas in the department include Energy, Healthcare, Logistics and Supply Chain Management, and Optimization. Individuals in any area of Operations Research are encouraged to apply, but we are particularly seeking those with interests in stochastic processes, probabilistic modelling, industrial experience is highly desirable. An undergraduate degree in engineering or eligibility for registration as a professional engineer is required. The Department offers a co-op undergraduate degree in Management Engineering (launched in 2007), as well as MSc, MAs and PhD programs. The successful candidate will join a dynamic and growing interdisciplinary department that has active research and teaching activities in Operations Research, Management of Technology and Information Systems. Applicants should submit a cover letter along with a curriculum vitae detailing educational background, research and work experience, and copies of up to four selected publications. Letters of recommendation are not required on application but will be requested if a candidate is shortlisted. Applications are to be submitted electronically at <https://www.mcgill.ca/management-science>. Consideration of candidates will continue until the positions are filled. For further information, please contact the chair of Management Science, Dr. Elizabeth Jewkes, Department of Management Science, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Email: mjewkes@uwaterloo.ca. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

partner of Management Sciences, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Email: mjewkes@uwaterloo.ca. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

MECHANICAL & MECHATRONICS ENGINEERING (GREEN ENERGY) — University of Waterloo. The Department of Mechanical and Mechatronics Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure-track position at the assistant, associate, or full professor rank in support of the Master of Engineering Certificate Program in green energy. Applicants are sought with research expertise and background in one of the following research areas: wind energy, solar energy, fuel cells, hydrogen storage and building energy simulation. Research in other areas that support green and alternative fuels and energy sources, advanced energy conversion devices, energy conservation and management will also be considered. Applicants must have excellent communication skills, and hold a PhD in Mechanical Engineering or a closely related discipline with relevant experience, potential or proven ability for excellence in teaching and research. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate and undergraduate student research, and undertaking an active research program. Applicants should send their full curriculum vitae, a concise research and teaching vision statement, and the names of three references to: Dr. Pearl Sullivan, Chair, Department of Mechanical and Mechatronics Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Email: mechad@mech.uwaterloo.ca. Applications will be accepted until September 1, 2009. The successful applicant is expected to have an engineering license to practice in Canada or to apply for an engineering license with the Professional Engineers of Ontario within five years. The salary will be commensurate with qualifications and experience. In accordance with Canadian immigration policy, Canadian citizens or permanent residents will be given priority for appointment. Information about the Faculty and Department can be found at www.uwaterloo.ca or www.mech.uwaterloo.ca. The University of Waterloo encourages applications from all qualified women and men, members of visible minorities, native peoples and persons with disabilities.

MICROBIOLOGY — University of Calgary. Postdoctoral Position in Petroleum Microbiology is available for up to three years. Our program is aimed at determining the role of reservoir microorganisms in the oil field during primary, transition and oil production. This program is supported by NSERC and nine participating industrial partners. A strong interest in energy-related research with experience in physiology and molecular biology of extremophiles, environmental microbiology is desired. This position is funded from external sources and is not a University support staff position. Please send

a cover letter, CV and names/addresses of two referees by March 31, 2009 to Dr. Gerni Voorduin, Petroleum Microbiology Research Group, Dept. of Biological Sciences, University of Calgary, Calgary, AB T2N 1A4, Canada. e-mail: voorduin@ucalgary.ca, tel: 403-229-6388; fax: 403-289-9311.

MUSIC — Wilfrid Laurier University. Faculty of Music at Wilfrid Laurier University invites applications for a tenure-track appointment for wind ensemble director at the rank of Assistant Professor, subject to final budgetary approval, effective July 1, 2009. The successful candidate will have a doctorate and extensive experience conducting wind ensemble at the university level; nearly completed doctorate may be considered. The Faculty is particularly interested in someone who will provide innovative wind performance experiences for an ensemble with quality performance expectations. Applicants will have university teaching experience in at least one additional area, such as music education, jazz, improvisation, world music, early music or contemporary music. Applications, including a CV, a statement of teaching philosophy, and the names and contact information of three references, should be sent to Professor Paul Purford, Associate Dean of Music, Faculty of Music, Wilfrid Laurier University, 75 University Ave. W., Waterloo, Ontario, N2L 3C5 Closing date for applications is February 20, 2009. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify in confidence to the Dean of the Faculty of Music, Dr. Charles Macdonald. Only those applicants selected for an interview will be contacted.

MUSICOLOGY/ETHNOMUSICOLOGY — Memorial University of Newfoundland. Memorial University is home to Atlantic Canada's largest and most comprehensive school of music. Offering BMus programs in performance, music theory/composition to 365 undergraduate students, the School also has graduate programs in performance, performance/pedagogy and conducting (MMus), and in ethnomusicology (MA/PhD). The School's faculty of 23 performers and scholars enjoys national and international reputations in their fields and are active partners in the community's vibrant cultural life. The School of Music seeks to fill the following position for September 2009: An eight-month teaching-term contract in musicology/ethnomusicology at the rank of Visiting Assistant Professor. Teaching duties will include undergraduate music history and literature, ethnomusicology and popular music studies, as well as the possibility of graduate courses in ethnomusicology. Qualifications include a doctorate, demonstrated excellence as a scholar, and successful teaching experience. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate

and graduate programs to more than 17,000 students, Memorial provides a distinctive and stimulating environment for learning. In St. John's, a safe, friendly city with great historic charm, a vibrant cultural life and easy access to a wide range of outdoor activities. Salary for this position is dependent on qualifications and experience in accordance with the terms of the Collective Agreement. Candidates should send a letter of application, curriculum vitae, and the names of three referees. Applications should also include 2 or 3 examples of recent scholarly work. Recent graduates should include academic transcripts. All candidates should ensure that their application includes evidence of successful teaching. Electronic submission of applications is strongly encouraged. Please send all application materials to: lgordon@mun.ca. The mailing address is: Search Committee, c/o Dr. Tom Gordon, Director, School of Music, Memorial University of Newfoundland, St. John's, NL A1B 5X7, Canada. Closing date: February 20, 2009. Applications on 1 March 2009. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, Aboriginal people and persons with disabilities.

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NANOTECHNOLOGY ENGINEERING — University of Waterloo. The departments of Chemistry, Chemical Engineering, and Electrical & Computer Engineering at the University of Waterloo invite applications for several positions at the Assistant, Associate, and Full Professor levels. The positions are part of the University's expansion in Nanotechnology Engineering (NE), which includes a new undergraduate degree program in NE (<http://www.ene.uwaterloo.ca>). This initiative is a cross-disciplinary partnership between the three departments which are

home to more than 140 faculty members and 600 graduate students. Applications are invited from excellent candidates in the fields of nanoscience and nanotechnology with primary emphasis in the areas of micro/nano structures (e.g., nanoscale spectroscopy, fluidics and nanobiosystems (e.g., nanoelectronics (e.g., quantum structures, molecular electronics) and nanomaterials (e.g., nanocrystals, nanocomposites, nanowires) may also be considered. The successful candidates are expected to establish world-class, independent, externally funded research programs in a research-intensive cross-disciplinary environment. The departments involved in the creation of the NE program are already home to state-of-the-art characterization, analysis, and synthesis research facilities including clean room laboratories for nanoscale structures and devices. Excellent research and teaching lab facilities are being established across the university, including a new building complex with lab clusters for nanotech research. The candidates are also expected to develop and teach a broad range of innovative undergraduate and graduate courses in nanoscience and nanotechnology. Interested candidates should forward their curriculum vitae, the names of four referees, a short description of research accomplishments, a teaching statement and a research statement to be sent to Faculty Hiring Coordinator/Officer, Nanotechnology Engineering Program, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, N2L 3G1, Canada. E-mail: nano@hiring@uwaterloo.ca (Electronic submissions welcomed). With a student population of 22,000 and six faculties, the University of Waterloo has been rated as the most innovative university in Canada for the 13th year in a row. Located about 100 km from metropolitan Toronto, the University of Waterloo is in the Region of Waterloo with a

population of 500,000. The area is the heart of Canada's technology triangle and enjoys one of the fastest growths in Canada. All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Candidates are expected to become eligible for Professional Engineering registration in Ontario.

NURSING — York University. The School of Nursing, Faculty of Health, York University, invites applications for three (3), 36-month, full-time contractively limited appointments (CLAs) in Nursing effective July 1, 2009 and ending June 30, 2012. All applicants must have a baccalaureate degree in Nursing, the BScN is preferred. Master's degree in Nursing or a health-related field is required for these CLA positions, with preference given to a graduate degree in Nursing. All candidates must be registered or eligible for registration in the College of Nurses of Ontario and must provide their registration number when applying. Proof of academic credentials is required prior to appointment. The School is seeking candidates with teaching expertise and related practice experience especially in mental health, medical-surgical, and community health nursing. Knowledge of and experience with nursing theories, the human science paradigm, and cooperative learning perspectives is preferred. Experience with technology enhanced distance learning is an asset. All candidates must show excellence or promise of excellence in teaching. These positions, to commence July 1, 2009, are subject to budgetary approval. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's web site at www.yorku.ca/facadeq, or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Temporary en-

Be a Part of Medicine with Meaning in Manitoba

Located in the thriving, multicultural city of Winnipeg, the University of Manitoba offers students and faculty a vibrant learning community, exceptional facilities and the chance to explore ideas, challenge assumptions and turn theory into reality. Our researchers are among the best in the world, finding new ways to protect the environment, improve human health, advance technology and strengthen communities in Canada and beyond. With more than 30,000 students, faculty, and staff, and over 90 degree programs, the University of Manitoba plays a key role in the social, cultural, and economic well-being of our community and our world.



The University of Manitoba, Faculty of Medicine, Province of Manitoba and Winnipeg Regional Health Authority have developed a unique partnership to actively support health education, research and the provision of the highest standard of quality patient care. Focused on providing medicine with meaning, advancing knowledge and technology, and educating tomorrow's health care professionals, it is our collaborative strengths that will lead us into the future.

We are actively seeking outstanding Academic Physicians clinician/scholars who are interested in being part of this cutting-edge approach to providing superior healthcare, education and research in the following specialty areas:

Anesthesia	Clinical Health Psychology*	Emergency Medicine
Family Medicine	Internal Medicine**	Pathology
Pediatrics	Psychiatry	Surgery
Obstetrics, Gynecology & Reproductive Sciences		Otolaryngology

* Candidates interested in Clinical Health Psychology are required to have a Doctoral degree in Clinical Psychology from an accredited program, completion of an accredited internship/residency, and eligibility for Registration (C. Psych.) by the Psychological Association of Manitoba.

** Includes sleep and interventional respiration, general internists and stroke neurologists.

Physicians will have a significant amount of their time protected to pursue research, contributing to the appropriate Divisions' research activities. You will also contribute clinically and academically in advancing the missions of the Faculty of Medicine, the Winnipeg Regional Health Authority and affiliated teaching hospitals.

Candidates must have Senior Specialty qualifications in the country of current practice and must be eligible for registration with the College of Physicians and Surgeons of Manitoba. Certification by the Royal College of Physicians and Surgeons of Canada or College of Family Physicians of Canada is preferred. Salary and rank will be commensurate with experience and qualifications. The University of Manitoba offers an attractive staff benefit program.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Learn more about the University of Manitoba at <http://www.umanitoba.ca>.

Application materials, including letters of reference, will be handled in accordance with the protection of privacy provisions of "The Freedom of Information and Protection of Privacy" (Manitoba). Please note that curriculum vitae may be provided to participating members of the search process.

Please forward your letter of introduction, CV and the names of three references in confidence to: Dr. Heather Dean, Associate Dean (Academic), Office of the Dean of Medicine, Faculty of Medicine, University of Manitoba, 260 - 727 McDermott Ave., Winnipeg, Manitoba R3E 3P5

For more information on this opportunity, please visit umanitoba.ca/employment

Winnipeg Regional Health Authority
Office régional de la santé de Winnipeg



One university.
Many futures.

UNIVERSITY OF MANITOBA

UNIVERSITY OF REGINA

Faculty Positions Available

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With more than 12,000 students, and over 2,500 permanent and casual faculty and staff, and an operating budget of \$112 million, the University of Regina is committed to being a great place to study and work.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

The University of Regina is committed to achieving a representative workforce and qualified diversity group members are encouraged to self-identify on their applications.

FACULTY OF ARTS

Tenure-Track Positions

In the Department of Justice Studies (Law Foundation of Saskatchewan, Chair in Police Studies)

Term Position

In the Department of History

FACULTY OF ENGINEERING

Tenure-Track Position

In the area of Environmental Systems Engineering

FACULTY OF KINESIOLOGY & HEALTH STUDIES

Tenure-Track Positions

In the areas of Recreation and Sport Administration, Motor Control/Neural Integration of Human Movement, and Therapeutic Recreation and/or Adapted Physical Activity

FACULTY OF SCIENCE

Term Positions

In the Department of Biology

FACULTY OF SOCIAL WORK

Tenure-Track Positions

In the areas of social work practice with individuals, families and communities, child welfare, health, mental health, addictions, research methods, gender, First Nations and Aboriginal issues, disability and multi-cultural issues. Leadership positions including Research Centre Director and Associate Dean are available for appropriate candidates.

For detailed descriptions on these positions, please visit www.uregina.ca/hr/recruitment



UNIVERSITY OF REGINA

University of Regina
3737 Wascana Parkway, Regina, SK S4S 0A2
www.uregina.ca

CAREERS CARRIÈRES

try for citizens of the USA and Mexico may apply per the provisions of the North American Free Trade Agreement (NAFTA). A letter of application with an up-to-date curriculum vitae, three letters of reference, and separate statements of teaching experience and interests, should be sent to: Dr. Adeline Falk-Rafael, Director, School of Nursing, Faculty of Health, Room 313, HNES Building, York University 4700 Keele Street, Toronto, ON, M3J 1K3, Fax: 416.736.5714, Tel: 416.736.5271, E-mail: nurjobs@yorku.ca. The deadline for completed applications is February 20, 2009.

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■ **PHYSIOLOGY** – University of Victoria. The Division of Medical Sciences at the University of Victoria (UVic), in collaboration with the University of British Columbia (UBC), invites applications for a full-time tenure-track faculty position in Physiology at the rank of Assistant or Associate Professor. We are particularly interested in candidates whose research addresses questions in the area of cardiovascular and pulmonary physiology. A demonstrated research potential and a commitment to establishing successful research programs are required. Primary teaching responsibilities of the successful candidate will be to support the Island Medical Program and its medical students through classroom and laboratory teaching, and student mentoring and assessment. Candidates

must possess a doctoral degree and post-doctoral experience as well as demonstrated experience in teaching. The primary appointment for this position will be to the Division of Medical Sciences at UVic, with an affiliate appointment to the Faculty of Medicine at UBC. The University of Victoria is an equal opportunity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal Peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian Immigration requirements, Canadians and permanent residents will be given priority. Further information about the Island Medical Program can be obtained at: <http://imp.uvic.ca>. Applications should include a current CV, teaching dossier and research plan, and the names of three referees. Closing date is February 28, 2009. Applications may be emailed or sent directly to: Oscar G. Castro, MD, FRCP, Head, Division of Medical Sciences, University of Victoria, Associate Dean, Island Medical Program, University of British Columbia, Mailing Address: PO Box 1700, Stn CSC, Victoria, BC, Canada, V8W 2Y2; Courier Address: 3800 Fenwick Road, Victoria, BC, Canada, V8P 5C2; Fax: (250) 472-5505; Email: impmed@uvic.ca.

rank for an individual with an outstanding research and funding record. Preference will be given to applicants who will complement existing areas of departmental research strength, including neuroscience, ion channel physiology, endocrinology and cardiovascular physiology. Applicants must have a PhD, MD or equivalent degree, several years of postdoctoral training, excellent communication skills, and a strong record of peer-reviewed publications. The successful candidate will be expected to develop active and synergistic research collaborations with other basic science or clinical researchers in the Faculty of Medicine, to develop an extramural funding research program and to participate in the teaching mission of the Department. This is a salaried probationary tenure-track appointment; however, the candidate will be encouraged to apply for external salary support from appropriate granting agencies. Interested applicants should submit a curriculum vitae along with a brief description of research and teaching experience and interests, and arrange to have three letters of reference, to be sent under separate cover, to: Dr. Paul R. Murphy, Head, Department of Physiology and Biophysics, Faculty of Medicine, Dalhousie University, Sir Charles Tupper Medical Building, 5850 College Street, Halifax, Nova Scotia, B3H 1X5, Canada. Review of applications will begin in February, 2009 and will continue until the position is filled. To be guaranteed consideration, applications should be submitted by March 1st, 2009. All qualified candidates are

encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

■ **PLANNING & ENVIRONMENTAL STUDIES** – University of Waterloo. The School of Planning at the University of Waterloo, invites applications for a tenure-track position for a specialist with a focus on the interface between applied ecology and sustainable community planning. The ideal candidate will apply knowledge of relevant biophysical/ecological processes and have experience planning of green cities, urbanizing regions, healthy communities or related specializations. The position requires an excellent knowledge of both urban and natural ecologies and should possess a strong theoretical and practical understanding of environmental planning. The successful candidate will teach and advise in both undergraduate and graduate programs including the supervision of doctoral research, and carry out an active research program in environmental planning. The nature of the appointment and salary will be commensurate with the candidate's qualifications and experience. Applicants should qualify for membership in the Canadian Institute of Planners. Normally, applicants must be doctoral graduates with degrees earned before September 2009. Candidates should have proven records of research or be able to demonstrate the poten-

tial for high quality research to advance towards tenure in the School. A senior level appointment requires an established record of innovative research and publications ability to attract and work with high caliber graduate students and a willingness to play a major role in the intellectual and administrative life of the School. Applications must be received in hard copy and will include a letter of application stating career objectives, approach to learning and teaching and research goals; a current curriculum vitae, and the names along with contact information of four referees. The first stage in the review of applications will be based on the letter of application and CV. References will be contacted by the School's Appointment Committee for those being considered. In the second stage of review, the appointment is expected to begin July 1, 2009 or as soon thereafter as possible. Applications must be received by March 15, 2009. Please send application package to: Dr. Clarence Woudsma, Director, School of Planning, Faculty of Environmental Studies, University of Waterloo, Waterloo, ON, N2L 3G1; E-mail: cwoudsma@uwaterloo.ca. The School of Planning is part of the Faculty of Environmental Studies, a Department of Environment and Resource Studies, and a Department of Geography and Environmental Management. In addition, it has a Heritage Resource Centre that undertakes research and professional education involving both natural and built environments, and a Mapping Analysis and Design technical unit that provides

computing facilities and professional staff to support teaching and research in GIS, remote sensing, and computer-aided design, modeling and simulation. Additional information about the School and the Faculty may be found at: <http://www.fes.uwaterloo.ca/planning/>. The successful candidate will be able to consult and participate broadly with colleagues in the Faculty and will have access to advanced computing and other research and teaching facilities. All qualified candidates are encouraged to apply; however, priority will be given to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.

■ **PSYCHOLOGY** – University of Victoria. The Department of Psychology, University of Victoria, invites applications for a Senior Instructor to teach undergraduate courses in introductory psychology, statistics, and lifespan development with the appointment to begin July 1, 2009. The successful candidate will be a full-time regular faculty member in the Department of Psychology. Responsibilities for this position include teaching BSc sections of introductory psychology courses each year and supporting the development and delivery of web-based education. There are also some research responsibilities, but no research expectations are associated with this position. The initial appointment is an equity employment position. Reappointment if the candidate has met expectations and demonstrated superior teaching effectiveness. In exceptional circumstances, Senior Instructors have the potential to be promoted to the rank of Teaching Professor and be tenured. Applicants must have a PhD in psychology, and demonstrated excellence in teaching ability. Short-listed candidates will be asked to attend an interview and provide a teaching demonstration. To apply, submit a curriculum vitae (including citizenship status), teaching philosophy statement of teaching interests, a teaching experience, sample teaching materials, and evaluations of teaching, and arrange for three confidential letters of reference to be sent to: Senior Instructor Search Committee, Dr. Elizabeth Brimacombe, Department Chair, Department of Psychology, University of Victoria, PO Box 3850 STN CSC Victoria, BC, V8W 3P5, Canada; Telephone: 250-721-7522; E-mail: psych@uvic.ca; Web: <http://web.uvic.ca/psych/>; Fax: 250-721-7522. Review of applications will commence February 15, 2009 and will continue until the position is filled. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal Peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian Immigration requirements, Canadians and permanent residents will be given priority.

■ **PSYCHOLOGY** – Dalhousie University. The Department of Psychology and Psychology/Neuroscience at Dalhousie University invites applications for a graduate-level teaching position at the Assistant Professor level, effective 1 July 2009. The ideal candidate will have strong quantitative experience and be able to maintain an independent program of research that complements our current department strengths in cognitive psychology, neuroscience, development, cognition/cognitive neuroscience. A commitment to developing a vigorous independent research program and to undergraduate and graduate teaching in statistics is essential. The minimum qualifications for this position are a doctoral degree (completed or anticipated within the first 8 months of hiring) in Psychology or a highly related discipline. Applicants should submit a curriculum vitae and statements of both proposed research directions and teaching interests, copies of two publications and should arrange for at least three letters of reference to be sent to us directly to: Dr. Tracy Taylor-Helmick, Department of Psychology, Life Sciences Centre, 1355 Oxford Street, Dalhousie University, Halifax, Nova Scotia, Canada B3H 4J1, or by fax (902) 494-6585, or by email to MaryMacCombie@dal.ca. Applications will be drawn up on the basis of applications received by 15 March 2009, although applications may still be considered after that date until the position is filled. Questions about this position should be addressed to Dr. Tracy Taylor-Helmick, or by e-mail to tracy2@dal.ca. Dalhousie University is an Employment Equity/Affirmative Action employer. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

■ **PUBLIC ADMINISTRATION** – Dalhousie University/University of Alberta. Dalhousie University and the University of Alberta invite applications for online, part-time instructors in the National Advanced Certificate in Local Authority Administration (NACAA) program. NACAA is a national certificate offered jointly through the Faculty of Extension at the University of Alberta and the College of Continuing Education at Dalhousie University and delivered using the WebCT/Vista/Blackboard Course Management platform. The successful candidates will have completed a graduate degree plus acquired substantial management or consulting experience in the municipal environment. We are seeking expressions of interest from candidates with background in public administration, particularly municipal or local government, and content knowledge in a variety of areas: public sector accounting, organizational design, financial management, municipal law, sustainable community development, and citizen engagement. Applicants must have contextual knowledge of the local government environment plus experience in at least one distance education methodology and technology. Please forward applications, which should include a curriculum vitae and a statement of interest plus references to: Jane Mularz, Program Manager, Public Sector Programs, College of Continuing Education, Dalhousie University, 1530 Dresden Row Suite 201 in Halifax, NS B3J 3T1, or jane.mularz@dal.ca. Enquiries can also be made to Dr. Douglas Wright, Executive Director, Government Studies, U of A at douglas.k.wright@ualberta.ca. A Dalhousie University is an Employment Equity/Affirmative Action employer. These positions are subject to budget approval.



UNIVERSITY OF MANITOBA

Established in 1877, as Western Canada's first university, the University of Manitoba makes a distinct contribution to the social, economic, and cultural well-being of the people of Manitoba, Canada, and the world. Located in the heart of the country, in the dynamic city of Winnipeg, the University of Manitoba is a uniquely comprehensive medical/dental institution with 24 Faculties and Schools, offering over 90 degrees, diplomas and certificates. The University's 27,000 students – 24,000 undergraduate and 3,000 graduate – enjoy a diverse range of academic pursuits, including professional, co-op and exchange programs, undergraduate research opportunities, and studies at the bachelor, master or doctoral degree levels.

The University stimulates over \$1.2 billion in economic activity in the province annually, and is Manitoba's research and innovation engine. Continuing dedication to research has led to the kinds of breakthroughs and discoveries that not only have had a global impact, but have accelerated the University's reputation for innovation, whether in climate change, wireless communications, or HIV/AIDS research. The University's operating budget totals more than \$450 million; research funding is more than \$125 million; and the University enjoys significant philanthropic support from individuals, foundations and corporations, totalling over \$400 million in the last 10 years. With a strong legacy of excellence, the University of Manitoba and its dynamic community of researchers, students, teachers and staff are addressing the challenges facing Canada and the world in the 21st century. Under the leadership of a new President, the University of Manitoba is committed to seeking greatness and enabling transformation in the lives of its students. To learn more about this remarkable university, please visit: www.umanitoba.ca.

The University of Manitoba is now seeking applications, nominations, and expressions of interest for the positions of Vice-President (Academic) and Provost, and Vice-President (Research).

Vice-President (Academic) and Provost

Reporting directly to the President, the Vice-President (Academic) and Provost brings leadership, vision, and direction to academic policy, the student experience, enrolment management and planning for the University of Manitoba's exciting future. The portfolio of the Provost includes a wide range of academic, administrative, budgetary, programmatic and curriculum development activities. The Vice-Provosts for Academic Affairs, Student Affairs, and Programs report to the Provost, as do the Deans of Faculties, Directors of Schools, Heads of the three Colleges, the Director of University 1, as well as a range of directors of academic administrative units. The Provost engages with all of these individuals to encourage, develop and sustain the highest possible standards of teaching and research at the University.

The ideal candidate for Provost will have an outstanding record of achievement in teaching and research; proven organizational, interpersonal, communication, and team-building skills to meet the needs of a growing and dynamic environment; and a demonstrated ability to engage and collaborate in a diverse educational community. The successful candidate will possess transformational leadership and visionary abilities, superior financial acumen, and the ability to inspire.

Vice-President (Research)

Reporting directly to the President, the Vice-President (Research) is responsible for providing overall leadership in the development, administration and promotion of University research. Working closely and collaboratively with deans, directors, associate deans (research), the directors of affiliated research organizations/institutes and members of government and industry, the Vice-President (Research) works to build and promote the University's research strengths and achievements in particular, and Manitoba's research capabilities in general. The Vice-President (Research) is the chief liaison on matters related to University research with external research organizations, other public-sector institutions with research mandates, government ministries, departments and funding agencies, and research foundations and associations.

The successful candidate will have an exceptional record of scholarship, and a sophisticated understanding of research and of the relationship between research, learning and society. He or she will have outstanding skills in facilitating research, scholarship, and creative work, both basic and applied, across a range of fields, and will have the capacity to elicit support for research from private and public sources at many levels. In addition, the successful candidate will have a significant track record in administration, a thorough grasp of issues in post-secondary education, and the ability to work collegially and communicate effectively with the University community and with other post-secondary partners.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Review of candidates will begin in February 2009, with the appointment of the new Vice-Presidents expected to take place July 1, 2009. Please respond in confidence to the address shown at right.

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CAREERS CARRIÈRES

■ PUBLIC RELATIONS JOURNALISM/LEADERSHIP — Wilfrid Laurier University, The Brandon campus of Wilfrid Laurier University invites applications for one position in the Journalism and Leadership Programs at the rank of Assistant Professor (tenure track or limited term appointment) beginning July 1, 2009, subject to budgetary approval. Candidates for this tenure-track appointment will preferably hold a PhD (or near completion). All candidates will show evidence of appropriate professional experience, and demonstrate evidence or promise of scholarly research in areas such as strategic communication, risk communication, or public opinion. Professionally, the ideal candidate will have practical experience in corporate or organizational communications. The successful candidate will service a new Public Relations program jointly developed by Laurier Brandon's Journalism and Leadership programs. The candidate will teach skills-based courses in media and public relations, interpersonal communications in organizations, as well as other more analytical courses in negotiation, persuasion and public opinion. The successful candidate will also have the opportunity to teach in Laurier Brandon's Leadership, Journalism and Contemporary Studies programs.

■ SOCIOLOGY — Wilfrid Laurier University, The Department of Sociology invites applications for a one-year Limited Term Appointment at the rank of Assistant Professor, effective July 1, 2009, subject to budgetary approval. We are seeking candidates who can meet our specific teaching needs in Quantitative Methods (SY 280, Research Methods I), and whose teaching and research connects with the departmental strength in Diversity, Equity and Social Justice. Successful applicants will have a PhD in Sociology or a related discipline, or will have completed a PhD by the time of appointment. Applicants should send a letter of application, full curriculum vitae, evidence of teaching ability, including student evaluations, one sample publication, and the names, addresses and contact information for three professional references to Dr. Patricia Elliott, Chair, Department of Sociology, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5, by March 6, 2009. Wilfrid Laurier University is committed to equity and valuing diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify in confidence, to Dr. Kathryn Carter, Acting Dean of Laurier Brandon. We thank all respondents in advance for their interest in Wilfrid Laurier University. Only those selected for an interview will be contacted.

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■ RELIGION — University of Alberta (St. Joseph's College), St. Joseph's College, Collège Catholique de l'Université d'Alberta, désire combler un poste à temps partiel (un cours par trimestre) à la durée déterminée en théologie, avec entrée en fonction le 1^{er} septembre 2009. Les postulants doivent être titulaires d'un doctorat, avec spécialisation en théologie catholique, doivent faire preuve d'excellence en matière d'enseignement et de recherche, et doivent pouvoir enseigner en français. S'il y a une convention collective en vigueur, les personnes intéressées doivent faire parvenir une lettre d'intention accompagnée d'un curriculum

vitaire récent, at autres documents nécessaires (portfolio de cours enseignés, publications, etc.), au plus tard le 21 février 2009 à Dr. Ken Munro, Dean, St. Joseph's College, University of Alberta, Edmonton, AB T6E 2G6. Le Collège soutient au principe de l'équité en matière d'emploi et encourage la candidature de toute personne qualifiée. Conformément aux exigences prescrites en matière d'immigration au Canada, toutes les personnes qualifiées sont invitées à postuler, la priorité est toutefois accordée aux personnes ayant la citoyenneté canadienne ou la résidence permanente au Canada.

S

■ URBAN PLANNING — University of Waterloo, The School of Planning at the University of Waterloo, invites applications for a tenure-track position in Urban Planning that will provide an economic perspective to complement the School's strengths in infrastructure and sustainable community planning. The candidate will have expertise in areas such as: urban economics, public finance, infrastructure development and financing, land development, real estate, and regional competitiveness. Professional planning or related experience is an asset. The successful candidate will teach and advise

and Statistics, University of Winnipeg, Winnipeg, Manitoba, R3B 2E9; Email: jlabbe@uwinnipeg.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

U

■ URBAN PLANNING — University of Waterloo, The School of Planning at the University of Waterloo, invites applications for a tenure-track position in Urban Planning that will provide an economic perspective to complement the School's strengths in infrastructure and sustainable community planning. The candidate will have expertise in areas such as: urban economics, public finance, infrastructure development and financing, land development, real estate, and regional competitiveness. Professional planning or related experience is an asset. The successful candidate will teach and advise

In both undergraduate and graduate programs including the supervision of doctoral students, and carry out an active research program. The nature of the appointment and salary will be commensurate with the candidate's qualifications and experience. Applicants should qualify for membership in the Canadian Institute of Planners. Normally, applicants are expected to be doctoral graduates with degrees earned before September 2009. Candidates should have proven records of research or be able to demonstrate the potential for high quality research to advance towards thesis in the School. A senior level appointment requires an established record of innovative research and publications ability to attract and work with high caliber graduate students and willingness to play a major role in the intellectual and administrative life of the School. Applications must be received in hard copy and will include a letter of application stating career objectives, approach to learning and teaching and research goals, current curriculum vitae, and the names along with contact information of four referees. The first stage in the review of applications will be based on the letters of application and CV. References will be contacted by the School's Appointment Committee for those

being considered in the second stage of review. The appointment is expected to begin July 1, 2009 or as soon thereafter as possible. Applications must be received by March 15, 2009. Please send application package to: Dr. Catherine Woudms, Director, School of Planning, Faculty of Environmental Studies, University of Waterloo, Waterloo, ON, N2L 3G1; E-mail: cwoudms@uwaterloo.ca. The School of Planning is part of the Faculty of Environment that includes a Department of Environment and Resource Studies, and a Department of Geography and Environmental Management. In addition, it has a Heritage Resources Centre that undertakes research and professional education involving both natural and built environments, and a Mapping Analysis and Design technical unit that provides computing facilities and professional staff to support teaching and research in GIS, remote sensing, computer aided design, modelling and simulation. Additional information about the School of Planning and the Faculty may be found at: <http://www.les.uwaterloo.ca/planning/>. The successful candidate will be able to consult and participate broadly with colleagues in the Faculty and will have access to advanced computing and other research and teaching facilities.

All qualified candidates are encouraged to apply; however, priority will be given to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.

ACCOMMODATIONS

■ SABBATICAL IN AIX-EN-PROVENCE — Élegant sunny 280' apt. Entirely furnished, modern kitchen and bathroom, Central, across from park, close to all schools. Available July 15 2009. \$2700 CAD/month. Hydro and internet included. catherine.bergman@gmail.com, web.mac.com/catherine.s.bergman.

LOGEMENT

■ ANNÉE SABBATIQUE A AIX-EN-PROVENCE — Apt élégant et lumineux 2 ch, cuisine et salle de bain modernes, entièrement meublé et équipé. Centre ville, parc, proche de toutes les écoles. Disponible le 15 août 2009. \$2700 CAD/mois. Hydro et internet inclus. catherinebergman@gmail.com, web.mac.com/catherine.s.bergman.

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The McMaster-Mohawk Bachelor of Technology Partnership invites applications for contractually limited and teaching-track appointments to teach in the following Bachelor of Technology programs:

- Automotive & Vehicle Technology
- Process Automation Technology
- Biotechnology
- Energy Engineering Technologies (power electronics)

Program descriptions and their curricula can be viewed at <http://btchc.mcmastermohawk.ca>

Appointments will be made for a period of up to three years.

Candidates must have at least a master's degree and preferably a doctoral degree in the field of specialization. Candidates must possess excellent communication skills and a strong commitment and demonstrated ability in classroom instruction. Experience in teaching engineering, technology, science or mathematics courses at the university level is essential; relevant industrial experience is an asset. Registration as a Professional Engineer of Ontario, or eligibility to acquire registration in Canada, is an essential qualification.

Send letters of application, accompanied by a curriculum vitae, a statement of teaching philosophy, and three professional references to: Executive Director, McMaster-Mohawk Bachelor of Technology Program, CR1-112, McMaster University, Hamilton, Ontario, L8S 4L7 or by email to info@mcmastermohawk.ca. Applications accepted until positions are filled.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. McMaster is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

McMaster
University
ENGINEERING

MOHAWK
COLLEGE OF APPLIED ARTS AND TECHNOLOGY



uOttawa

L'Université canadienne
Canada's university

Sise au cœur de la capitale du Canada, l'Université d'Ottawa est l'une des principales universités à vocation de recherche du pays. Son effectif étudiant, son corps professoral et son personnel regroupent plus de 40 000 personnes qui vivent, travaillent et étudient en français et en anglais dans un milieu des plus cosmopolites. C'est avec fierté que nous nous offrons comme « l'Université canadienne ».

The University of Ottawa, in the heart of Canada's capital, is one of our country's leading research universities. We are a cosmopolitan community of over 40,000 students, faculty and staff who live, work and study in both English and French. We are proud to be Canada's university.

Faculté de Médecine

Poste académique
Division d'anatomie clinique et fonctionnelle
Département de médecine cellulaire et moléculaire

Le Département de médecine cellulaire et moléculaire de l'Université d'Ottawa est à la recherche d'un candidat ou une candidate afin de pourvoir, dès le 1^{er} juillet 2009, un poste de professeur menant à la permanence à la Division d'anatomie clinique et fonctionnelle. Le rang du poste sera établi selon l'expérience du titulaire.

La personne choisie dispensera surtout des cours en sciences anatomiques (anatomie, embryologie, neuroanatomie, histologie). Il est essentiel qu'elle puisse présenter un dossier d'expérience et d'excellence en enseignement de l'anatomie humaine en laboratoire. Les tâches de ce poste engloberont l'enseignement et la coordination des composants des sciences anatomiques au niveau des premières et deuxième années de médecine. La personne choisie devra participer au développement du curriculum de médecine par ordinateur portable. Elle devra également participer au développement de nouvelles stratégies d'apprentissage assisté de technologies et assumer des tâches administratives au sein de la Division d'anatomie clinique et fonctionnelle du Département de médecine cellulaire et moléculaire. La personne choisie développera également un programme de recherche en matière d'éducation médicale et établira des relations de travail efficaces avec le Bureau de l'éducation médicale (MedEd) ainsi qu'avec l'Académie pour l'innovation en enseignement médical (APIEM).

Les personnes intéressées doivent détenir un doctorat (M.D. et/ou Ph.D.) avec spécialisation en sciences biomédicales d'une université reconnue ou plusieurs années d'expérience équivalente. Une excellente connaissance de la terminologie médicale est essentielle. La préférence sera donnée aux personnes qui démontreront une compétence en enseignement d'anatomie humaine au niveau du programme de médecine du premier cycle. Le candidat ou la candidate doit aussi posséder une bonne formation scolaire et faire preuve d'engagement envers l'excellence en enseignement. L'Université d'Ottawa étant un établissement bilingue, la maîtrise des deux langues officielles est un atout.

Pour obtenir de plus amples renseignements, veuillez consulter notre site Web au www.hr.uottawa.ca.

Pour obtenir toute information supplémentaire ou pour postuler, veuillez faire parvenir votre lettre de présentation, votre curriculum vitae ainsi que les coordonnées de trois références professionnelles au Dr. Bernard Jasmin, directeur, Département de médecine cellulaire et moléculaire, Université d'Ottawa, Ottawa (Ontario) K1H 8M5. Téléphone : 613 562-5425; télécopieur : 613 562-5636; courriel : jasmin@uottawa.ca. Les candidatures seront considérées jusqu'à ce que le poste soit pourvu.

www.uOttawa.ca

Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. Les conditions d'emploi suivent les dispositions d'une convention collective. L'Université d'Ottawa applique une politique d'équité en matière d'emploi et encourage fortement les femmes à poser leur candidature.

Faculty of Medicine

Faculty Position
Division of Clinical and Functional Anatomy
Department of Cellular and Molecular Medicine

The Department of Cellular and Molecular Medicine, University of Ottawa, invites applications for a tenure-track position in the Division of Clinical and Functional Anatomy, commencing July 1, 2009. The appointment will be at a rank commensurate with experience.

The candidate will be required to undertake teaching responsibilities primarily in the Anatomical Sciences (Gross Anatomy, Neuroanatomy, Histology, Embryology). Experience and demonstrated excellence in laboratory teaching of human anatomy is essential. Duties will include the teaching and coordination of specific components of the Anatomical Sciences in the first and second year medical curriculum. In addition, the professor will be required to participate in curriculum development for an innovative laptop-based medical program, develop innovative strategies for technology-assisted learning and undertake administrative functions in the Division of Clinical and Functional Anatomy, Department of Cellular and Molecular Medicine. Moreover, the successful applicant will be expected to develop a research program in the field of medical education, and establish effective working relationships with the Office of Medical Education (MedEd) and the Academy for Innovation in Medical Education (AIME).

Applicants require an M.D. and/or Ph.D. from a recognized university with a specialization in the biomedical sciences or equivalent based on many years of relevant experience. The candidate must also possess excellent knowledge of medical terminology. Preference will be given to candidates with a proven competency and track record in teaching and technology-assisted learning in an undergraduate medical program. Candidates should have a strong academic background and a commitment to excellence in teaching. Since the University of Ottawa is a bilingual institution, proficiency in both English and French would be an asset.

For a detailed description of this position, please visit our website at: www.hr.uottawa.ca

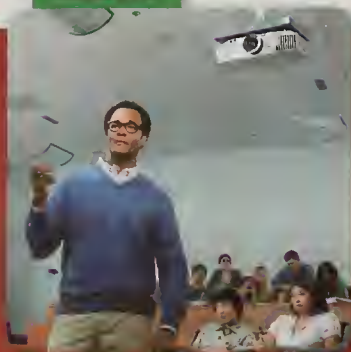
To obtain more information or to apply, contact Dr. Bernard Jasmin, Chair, Department of Cellular and Molecular Medicine, University of Ottawa, Ottawa, ON K1H 8M5. Tel: (613) 562-5425, Fax: (613) 562-5636 or e-mail: jasmin@uottawa.ca. Enclose curriculum vitae and the names and contact information of three references with letter of application. Applications will be reviewed until the position is filled.

www.uOttawa.ca

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Conditions of employment are set by a collective agreement. In keeping with a proactive policy on employment equity, the University of Ottawa strongly encourages applications from women candidates.

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